LEATHER and SHOES

TECHNOLOGY DEPT.

PUBLIC LIBRARY
MAY 15 1950
DETROIT

"Saves A Second Finishing Coat"

That was the answer given by a prominent tanner of chrome tanned leathers when asked "How does *ACID LEATHER BROWN GBL* work in your color shop?"

This is just another confirmation of the fact that greater color intensity and more level dyeings result from the use of this superior Geigy dye. Use it and you will agree that

ACID LEATHER BROWN GBL

reduces finishing time—produces better leathers.

Geigy
Dyestuff Makers Since 1859

GEIGY COMPANY, Inc.
89-91 BARCLAY STREET, NEW YORK 8, NEW YORK

BRANCH OFFICES: Boston • Charlotte, N. C. • Chicago • Los Angeles • Philadelphia
Portland, Ore. • Providence • Toronto
IN GREAT BRITAIN: The Geigy Co., Ltd., National Buildings, Parsonage, Manchester

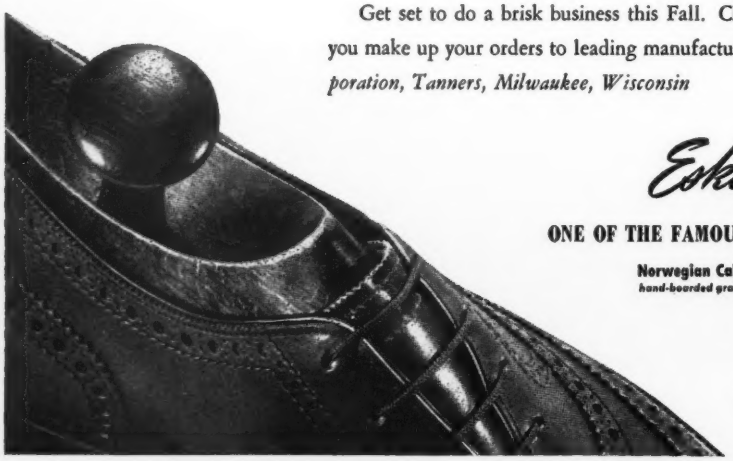
Reigning Favorite for Stormy Weather

...that's why Eskimo Calf is the leather that sells your shoes for Fall

Rain or shine, shoes made with Gallun's famous Eskimo Calf look fine! This famous vegetable tannage is water resistant — remains dry, soft, and pliable despite adverse weather conditions, repeated wettings and dryings.

Furthermore its warm, rich colors catch the eye of style-conscious buyers who look for beauty as well as health and comfort!

Get set to do a brisk business this Fall. Check the Gallun numbers when you make up your orders to leading manufacturers. *A. F. Gallun & Sons Corporation, Tanners, Milwaukee, Wisconsin*



Eskimo Calf

water-resistant

ONE OF THE FAMOUS GALLUN VEGETABLE TANNAGES

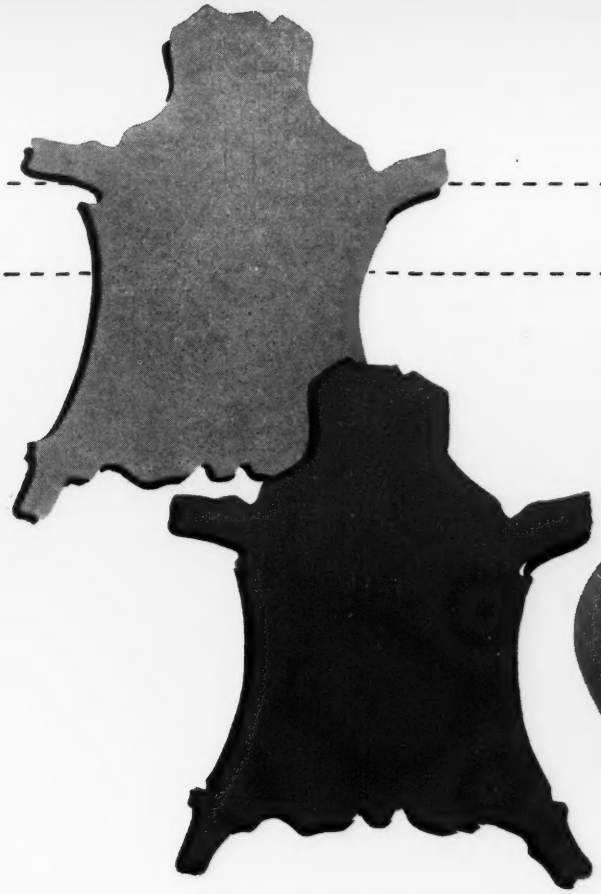
Norwegian Calf
hand-boarded grain

Normandie Calf
hand-boarded, glazed

GALLUN leathers

Cretan Calf
smooth, but not glazed

T-72A



For Superior Results use

HABU-COAT by HADLEY'S

TANNERY FINISHES SUPREME

Produced under close laboratory control and of correct formulas for every type of leather, HABU-COAT Tannery Finishes afford superior, uniform results. They're custom made to your exact requirements . . . for quality control.

FINE LEATHER FINISHES FOR ALL TYPES OF LEATHER . . .

- SHOE
- GARMENT
- GLOVE
- LUGGAGE
- UPHOLSTERY

All Leather Finishes by HADLEY'S are compounded to give that better feel, flexibility, and tightness to your leathers. This means you may standarize on HADLEY Finishes for a high standard of results.

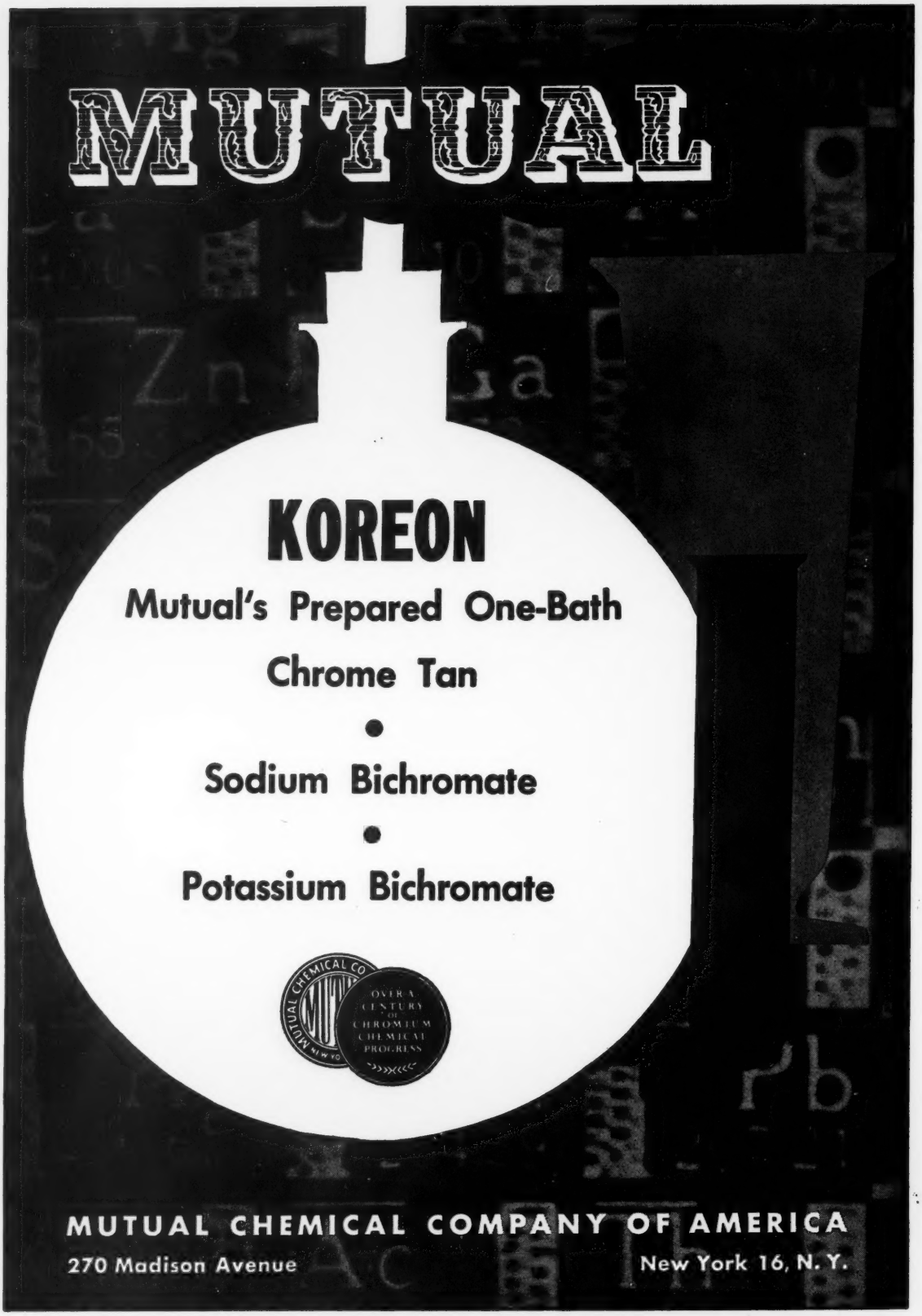
PIGMENT FINISHES • ANILINE FINISHES • TOP COATS • BINDERS

SEE YOUR NEAREST REPRESENTATIVE OR WRITE US DIRECT

SINCE 1919

HADLEY BROS. · UHL CO.

514 CALVARY AVENUE • • • ST. LOUIS 15, MO.


MUTUAL
KOREON
Mutual's Prepared One-Bath
Chrome Tan
•
Sodium Bichromate
•
Potassium Bichromate
MUTUAL CHEMICAL CO
OVER A CENTURY OF CHROMIUM CHEMICAL PROGRESS
MUTUAL CHEMICAL COMPANY OF AMERICA
270 Madison Avenue
New York 16, N. Y.

"Five-percenter" industry in Washington has been given serious setback by new ruling of General Services Administration, which has issued a revised set of standard contract forms for the purchase of supplies and equipment by all government agencies. Whenever more than $25,000 is involved in an advertised contract, whatever the commodity sought, or over $1000 in a negotiated contract, bidder must declare whether or not he has retained a special representative to help him solicit or secure the contract.

• •

Nation's shoe manufacturers see no "significant change" in their employment levels for remainder of first half 1950, says Labor Dept. in recent study involving 362 manufacturers, two-thirds of entire industry. This conclusion arrived at through reports collected in Feb. by local state employment offices. At that time, employment had risen 7.7% from Dec., with nearly two-thirds of companies reporting increase.

Factories producing California playshoes and moccasins responsible for large part of seasonal gain in employment while men's dress shoe manufacturers reported largest decline. Largest percentage increase in New York, Massachusetts and Maine, smaller in Ohio, Illinois and Pennsylvania, no increase in Missouri where women's and children's staple shoes are made in volume.

Despite seasonal upturn, manufacturers hesitated to predict future trends. Most saw slight gain—less than 1%—by June. One out of five anticipated slight decline, two out of five saw no change.

Industry has small difficulty recruiting workers, except for specialized operations such as stitchers and cutters. About 51% workers are women, thus greatly simplifying employers' recruiting problem. However, employment levels last year averaged only 251,200 against 260,100 in 1948. Employment to date this year running below 1949.

• •

Latest Labor Dept. figures on women leather footwear workers (Dec., 1949) show total of 127,000 or 51% of total. This is 1% below Sept., 1949, total of 131,000. There were 13,100 women in rubber footwear manufacturing or 49% of all workers here, an increase of 1% over Sept. when 12,400 were listed.

• •

When the Marshall Plan was first proposed a few years ago few American businessmen visualized the extent to which that aid would go in helping Europe rebuild her U. S. markets. Good example is presence in England of six Dept. of Commerce experts attending British Industries Fair.

ECA has three big booths at Fair labeled "U. S. Markets," which are *not* aimed at booming American export sales. Instead, the experts, one of which is informed on footwear markets here, advised British exporters how to compete for sales in America. On this side of the Atlantic, ECA is aiding European exporters display their goods at trade fairs and even in that American institution, the department store.

• •

New England Shoe and Leather Assn., still hot on trail of Czech shoe imports, now reports March imports of women's and misses' shoes at 211,103 pairs, valued at $240,544. This brings first quarter import totals to 422,557 pairs valued at $432,252 as compared with only 99,491 pairs valued at $103,413 for entire year of 1949.

If Czech shoe imports were to continue for year at present rate, total would reach 1,690,228 pairs or close to 10% of total U. S. production of this price line in women's shoes. Last week's ruling by Commissioner of Customs that Czech shoes must have additional bonds will slow down imports as long as order holds.

Effect of imports already felt by U. S. manufacturers. Example is factories in Lynn, Salem, Swampscott, and other towns in Massachusetts. One manufacturer reports enforced layoff of 250 of 400 employes, another says production at his plant down 40%, the lowest in 10 years. All blame "unfair competition from foreign imports."

• •

Recent purchase of close to 340,000 lightweight hides from Argentina will be last large order from this source for some time to come. Argentine market about cleaned up by European and American buyers, hide dealers there must accumulate more hides in quantity before they can promise early delivery. Of reported 340,000 purchased for U. S., close to 200,000 marked for re-export, leaving about 150,000 for domestic consumption.

• •

Prospect of lower prices on most goods just about hopeless. Rather, look for rises, some frosting of inflation on the price cake. Causes: business boom, high employment, Govt. deficit financing. May employment index expected to hit 190, only 5 points beneath all-time peak of 195 reached in Nov.-Dec. 1948. If no break in current pattern occurs, shoe and leather mfrs. can expect to pay more for some things, and may have to adjust own prices accordingly.

EDITORIAL

Out Of The Rubble Of Despairing Profits

As reported in a recent study, the tanning industry has the dubious honor of having the lowest rate of profit return (one percent on sales) of 70 major industries during 1949. And we must keep in mind that 1949 was one of the highest periods of dollar prosperity and industrial activity in the history of the U. S.

But lest anyone try to reach down to find a "justifiable" excuse for the tanning industry's abominable profit showing during 1949, we must point out that poor profits is a chronic disease of the industry. And lest the shoe manufacturers feel that their plight is appreciably better, the unbiased statistics make a sorry showing of their case, too.

We stated that this condition is not an acute ailment afflicting the industry during the postwar economic fluxes, but was chronic. For example, the average annual net earnings of all manufacturing industries between 1925 and 1940 were 3.35 percent on sales. For the leather, shoe and leather products industries combined it was 1.79 percent. For the tanning industry alone, from 1929 to 1940, there was a 2.01 percent operating *deficit*. During that time the tanning industry had a 15.13 percent high loss (1932) as against their best net profit year before taxes of 12.45 percent. But during this 12-year period the tanners had six deficit years and six profit years. The average annual deficit during the six deficit years was 7.20 percent, while the annual average net profit for the six profitable years was 5.21. So for the 12-year period the net loss was 2.01 percent. For the same 12-year period the shoe manufacturers annually averaged a 3.28 percent profit, as compared with a 6.2 percent profit for all manufacturing industries combined.

No matter what series of statistics are studied, the end analysis is always fundamentally the same. The tanning industry is a chronically low-profit industry, while the shoe manufacturing industry is not far behind. As to the shoe industry, it is by this time familiar with the shocking fact that in almost any given "normal" year some 50 percent of all shoe manufacturers operate without a profit or at a loss.

Now, it's time that the shoe and leather industry grabbed itself forcefully by the ears and gave itself a good shaking. After its mental processes have been rattled sufficiently it will realize the stark truth that it has been selling its products at too low a price—at prices that seem to ignore the essential counterforce of costs which determine profits.

Between the same period of 1929-40, the shoe chains showed an annual profit average of 4.4 percent. Thus, while the tanners were, for the same period, taking a 2.01 percent net loss, and the shoe manufacturers were operating on a 3.28 profit, the shoe chains showed a comfortable profit of 4.4 percent during a period which included the Great Depression. It is not that the shoe chains were wrong. They proved themselves to be the best businessmen and merchandisers of the three groups. They not only recognized the necessity of a decent profit but saw to it that they got it.

There is a quaint state of mind in the shoe and leather manufacturing industry. Whenever a mention of higher prices is made, arms are thrown up in horror and panged voices fill the air. It is virtually sacrilege. Well, it is obvious that what the industry needs is more sacrilege and less fright. In fact, the real sacrilege in economic enterprise is the failure to make a decent profit. Profitless or low-profit operations result in close-downs, consequent unemployment, reduced purchasing power and a subsequent lowered standard of living. This is sabotage to the American ideal of a continued prosperity and a constantly rising standard of living. Industrial organizations which fail to contribute to this rising standard by sound operations which net a fair profit are a liability to healthy economic enterprise and all the social forces dependent upon such health.

It may be that what the industry needs is a good pair of arch supports so that it can stand firmly on its feet and resist the absurd price pressures which have given it a stumbling gait. Retailers complain that they are subject to harsh price pressures from consumers. The retailers then turn the same pressures onto the shoe manufacturers, who in turn apply pressures to the tanners, and so on down the line. The absurdity is that no where along the line does there seem to be a segment willing to take a firm stand against such pressures. Rather, the idea is to try to make one's own profit by scooping something out of the profits of the fellow behind him. When the procedure is completed and the ledgers examined, it is found that everyone got something scooped out of their profits and only a thin layer of profit, if any, is left.

Economic analysts outside the shoe and leather industry who study our profit figures show and express repeated astonishment. "How can they stay in business under these circumstances?" is a common remark. The truth is that they don't stay in business, many of them. It is one reason why the shoe industry's mortality rate is among the highest of all manufacturing industries. About a hundred years ago we had nearly 9,000 tanneries; today we have about 450. True, with the fewer tanneries we make much more leather, but it's doubtful if the net profits were as good as a quarter or a half century past.

Even the packers during the 1929-40 period showed an annual average profit of 1.12 percent—certainly no wholesome profit, but better than the 2.01 percent loss suffered by the tanners.

As we've stated in a previous editorial on the subject, the cause of this congenital disease in the industry lies solely with the tanners and shoe manufacturers themselves. However you wish to analyze it, the case boils down to a very simple but profound fact: the industry is not getting enough money for its products. It has been too squeamish against the so-called price pressures. It has failed to educate the public and the retailer that it takes so much money to make a decent pair of shoes and the leather that goes into them. And because the shoe retailer himself has no idea of these manufacturing costs, he misconceivably presumes that the manufacturers are doing handsomely and thus can slice something off their "big" profits. The industry needs to first create some realistic thinking among retailers and consumers, then take concrete steps to adjust prices so that out of the rubble of despair will come the shining face of decent profits.

CONTENTS

FEATURES

THE COMBINED IRON-CHROME TANNAGE ..... By Arthur Miekeley 18

THE SELECTION AND TRAINING OF FOREMEN ..... By Lawrence J. Allen 22
Proper selection and training of shoe foremen results in high pay-off value in the modern shoe factory. The "how" of selection and training is discussed here by an experienced specialist.

VARIETIES OF AMERICAN SUMAC..... By Frederic L. Hilbert 26
There are three common types: dwarf sumac, containing 17-38 percent tannin; white sumac, with 15-25 percent; and staghorn, with 15-18 percent. Here is a detailed background on each.

NEW DEVELOPMENTS 30

NEWS HEADLINES

FACTORY MANAGEMENT CONFERENCE OUTSTANDING SUCCESS—Technical meetings draw over 200 representing 67 shoe manufacturers. NSMA to schedule more meetings.

ENDICOTT-JOHNSON AWARDED 496,476 PRS. QM OFFICES—Low bidder on huge Air Force order wins contract on majority of half-million pairs. Doyle Shoe Co. given balance.

WOOD HEEL MEN HEAR STORY ON LUMBER PRICES—Predictions of sharp price drop termed "bad misquotes" by major lumber manufacturer.

"ECONOMICS OF CATTLEHIDE TANNING" BOOK OF YEAR—Monumental work analyzes and defines economic structure of tanning industry.

$250,000 BLAZE HITS BEVERLY LEATHER PLANTS—O'Keefe Leather Co. building suffers heavy damage as flash fire destroys hides, leather stocks and machinery.

CANADIAN FOOTWEAR INDUSTRY SETS FIRST JOINT MEETING—Tanners, shoe manufacturers and retailers to meet at Quebec City, Oct. 15-18. Outstanding speakers, meetings planned.

WEEKLY DEPARTMENTS

NEWS X-RAY 5
EDITORIAL 6
NEWS 8
PERSONNEL 12
SPOT NEWS 16
LEATHER MARKET 37
HIDES AND SKINS 42
WANT ADS ..... 44 and 45
COMING EVENTS 46
DEATHS 46
INDEX TO ADVERTISERS 46

VOL. 119, No. 19 May 13, 1950

LEATHER and SHOES

ESTABLISHED 1910
Formerly HIDE and LEATHER and SHOES

PUBLISHER
Elmer J. Rumpf

•

EDITOR AND ASS'T PUBLISHER
William A. Rossi

•

NEWS AND MARKET EDITOR
Irving B. Roberts

•

PRODUCTION MANAGER
Paul C. Tedford

•

CIRCULATION MANAGER
June Mason

OFFICERS
President: Elmer J. Rumpf; Vice Presidents: C. E. Belding, F. G. Moynahan, W. A. Rossi; Secretary, L. C. Bedford.

COPYRIGHT 1950
By
THE RUMPF PUBLISHING CO.
300 WEST ADAMS STREET
CHICAGO 6, ILLINOIS
PHONE—CENTRAL 6-9353

EDITORIAL OFFICES
10 HIGH ST., BOSTON 10, MASS.
PHONE—LIBERTY 2-4652

BRANCH OFFICES
BOSTON 10, MASS.—Frederick G. Moynahan, George G. Dunning, 10 High St., Liberty 2-4652 • NEW YORK 7, N. Y.—Cardwell E. Belding, 20 Vesey St., Barclay 7-8783 • PHILADELPHIA 40, PA.—Cardwell E. Belding, 6008 Jefferson St., GReenwood 7-6785 • CINCINNATI 2, OHIO—Robert O. Bardon, 529 Sycamore St., Main 6662 • ST. LOUIS 6, MO.—William Creahan, 2549A N. Market St., Central 3494 • GREAT BRITAIN, AND EUROPE—J. B. Tratsart Ltd., 5 London St., London, W. 2, Paddington 5946 • SWEDEN & NORWAY—Nils Haraldson, Drottninggaten 2, Orebro, Sweden, Orebro 13027.

MEMBER: AUDIT BUREAU OF CIRCULATIONS

ABC

LEATHER and SHOES, The International Shoe and Leather Weekly, published weekly (one additional issue during December) by The Rumpf Publishing Co., 300 West Adams St., Chicago 6, Ill. Cable address: HIDELEATH. Subscription price: United States, $5.00; Canada, $6.00; Foreign, $7.00. Single copies, 15c; back copies, 30c. Entered as second class matter Jan. 19, 1948, at Chicago, Ill., under Act of March 3, 1879. Additional entry at Boston.

NOTICE TO SUBSCRIBERS: If you change your address, please notify us immediately. If you fail to do so, the Post Office will forward only two issues to a new location together with form 22-S, which should be sent us promptly. After that copies will be returned undelivered.

NEWS

Factory Management Conference Held Outstanding Success

More than 200 shoe manufacturing representatives present at technical sessions sponsored by NSMA. Future meetings to be scheduled.

With W. W. Stephenson, executive vice president of the National Shoe Manufacturers Assn., presiding, the first annual Factory Management Conference of the shoe industry went into session last week in the Hall of Mirrors, Netherland Plaza Hotel, Cincinnati, O. More than 200 representatives of some 67 shoe manufacturing firms from 20 states were present at the two days of technical shoemaking conferences beginning on Thursday, May 4.

Immediately after the conference was formally opened on Thursday morning, a series of closed technical group meetings was held. Manufacturers' representatives were invited to attend the sessions of most interest to them. The scheduled afternoon general session at 4:00 p.m. was cancelled when members asked that the time be given to the group discussions.

In brief opening remarks, Stephenson stressed the point that "everyone here will get out of this conference what he puts into it." He then introduced Harold Quimby, Association secretary; John H. Patterson, NSMA economist, and Weir Stewart, president, who delivered the welcoming address.

Stewart said, in part, "This gathering is full of significance. It is the first time that the shoe makers of the country have ever gotten together . . . the forgotten man has been the shoe maker. Hence the major item in the program of the present administration of the Association is to do something constructive and helpful to improve the technical side of our business on both the level of the individual factory and the industry as a whole."

Stewart declared that the conference was "merely one item in our plans for correcting this woeful deficiency in our program for rounding out our service to our membership . . . we hope that from your conversations with others and interchange of ideas and methods, you will improve your own procedures so that production will improve, costs go down and profits go up."

Stewart concluded with the promise that the Association expected to hold more conferences in the future. He asked those present to submit suggestions for the next program.

Group Meetings

Following Sewart's remarks, the group conference's were opened. Various meetings, leaders and agenda were:

Men's Shoes: Archie C. Mudge, vice president, Hanover Shoe Co., Inc., Hanover, Pa. Agenda: Manufacturing, cutting and finishing, lasting and heels and employe training.

Women's Shoes: Jack Braden, General Shoe Co., Nashville, Tenn. Agenda: Bottoming problems, uppers, cement lasting and machines.

Children's Shoes: Fred Weber, president, Weber Shoe Co., St. Louis, Mo. Agenda: Cutting room, fitting room, lasting room, bottoming room and finishing and packing room.

Personnel: Walter T. Spicer, executive secretary, Associated Shoe Industries of Southeastern Massachusetts, Brockton, Mass. Agenda: Methods of establishing rates of pay, labor policy, methods of handling grievances, and direct personnel handling.

Cost Accounting: Ellwyn A. Mitchell, certified public accountant, Boston, Mass. Agenda: Types of cost systems, accurate control of costs, training of cost personnel, and proper management reports.

Prepared Talks

The Friday session was devoted to the reading of prepared papers by well-known shoe executives on various aspects of shoemaking. Speakers listed included Lawrence A. Jackson, United Shoe Machinery Corp., Boston; G. B. Carson, production engineer with Selby Shoe Co., Portsmouth, O.; William E. McKenna, Compo Shoe Machinery Corp., Boston; Charles O'Conor, vice president, International Shoe Machinery Corp., Cambridge, Mass.; Dan J. Moran, vice president, Moran Shoe Co., Carlyle, Ill.; Lawrence J. Allen, Brown Shoe Co., St. Louis; Clifford Roberts, director of research, United Shoe Machinery Corp.; Peter Freedman, A. Freedman & Sons Co., New Bedford, Mass.; Lee Blyler, Compo Shoe Machinery Co.; and Robert C. Gerhardt, time study engineer, Brown Shoe Co.

Speaking on "The Difference between Shoemaking and Shoe Manufacturing, Lawrence Jackson discussed the factors incident to shop practice and means of better plant operations. "We know more about the front part of a shoe than about the back part," Jackson declared in suggesting that "we pick out the good back parts and standardize our operations on these, thus avoiding many nasty problems. He added that the heel schedule is a "big problem in many factories."

"In designing new types, if the shoe doesn't fit, it's cheaper to start over again, rather than trying to make adjustments," he said. "The good fitting pattern creates good conditions in carrying out the other operations. Making a first-class pair of shoes used to be a one-man job, but now, with mass production with specialized equipment, the basic factor in the shoe industry is still shoemaking."

Using slides of actual plant installations to illustrate his talk, G. B. Carson, production engineer, Selby Shoe Co., Portsmouth, Ohio, discussed "Factory Engineering in the Modern Plant." Carson subdivided his address into discussions of industrial, mechanical, electrical and chemical engineering, which, he said, have long been promiment factors in numerous industries, "but never have been utilized in the shoe industry to the extent found advantageous in many other industries."

Carson discussed modern methods of handling heavy materials. He recommended the use of pallets and platforms for more economical storage and handling of materials, and the handling of cement and other liquids in tanks, with the use of gear pumps. He described this as the cheapest and safest methods of

handling fluids, but emphasized that proper speed of flow, proper pipe sizes and low pressures are necessary in these operations.

Conveyors, he said, are necessary and adequate tools in any shoe factory, "and are failures only if used improperly." Mechanical pacing of production requires "tight production controls, which many plants don't have."

"Infrared drying, if properly used, will do what it is expected to do, which is surface drying, but not deep drying. The correct size of bulbs and reflectors, and distance from the work must be determined accurately, and time is another important factor in the use of this equipment. Ventilation also is important, for heat cannot escape if no provision is made for this purpose."

Using a chart prepared by the Methods Engineering Council, Peter Freedman of A. Freedman and Sons Co., discussed "Scientific Time and Motion Studies." His talk dealt in detail with time and motion studies made in his plant, which, he said, "we use as a job evaluation method and to determine where a job falls within the pay range. The method also is used to help train operators in doing the job more efficiently."

Motion pictures taken during the last year as an important phase of company training operations were shown by Robert C. Gerhardt, time study engineer in charge of visual education, Brown Shoe Co. The usual procedure, Gerhardt said, has been to take motion pictures of skilled operators at work for showing to other workers performing similar operations, but who are not yet skilled workers.

The pictures also are used to provide instruction in new methods, and tests have shown, he said, that personnel training is 57 percent faster by use of films than by oral instruction.

Endicott-Johnson Awarded 496,746 Prs. QM Oxfords

Endicott-Johnson Corp., Endicott, N. Y., has been awarded contract for a total of 496,476 pairs of low quarter black shoes by the New York Quartermaster Procurement Agency. The award was made on the basis of its bid of $3.675-$3.79 per pair on Item 1—471,624 pairs (tariff sizes) and $4.37 on Item 2—24,852 pairs (supplemental sizes).

Doyle Shoe Co. of Brockton was awarded contract for 23,508 pairs (supplemental sizes) on the basis of its bid of $4.46 per pair on Item 2. Both contracts applied to QM-30-280-50-675.

General Shoe Corp., Nashville, Tenn., was awarded contract on QM-30-280-50-607 covering 35,004 pairs of tan oxfords on the basis of its $4.55 per pair bid. Procurement is for the Army.

Three manufacturers turned in bids on QM-30-280-50-656 calling for a total of 40,092 pairs of black combat service boots. General Shoe Corp. was low bidder with $5.72 per pair for Item 1 and $5.99 per pair for Item 2. Endicott-Johnson bid $5.885 per pair on Item 1 and $6.595 per pair on Item 2 while A. R. Hyde & Sons Co., Cambridge, Mass., bid $6.40 per pair on Item 1 and $7.50 per pair on Item 2.

Canadian Footwear Trade Sets First Joint Meeting

Canadian tanners, shoe manufacturers and retailers will hold their first joint convention from Oct. 15-18 at the Chateau Frontenac, Quebec City, according to the Canadian Shoe Information Bureau. Phil J. Duggan, vice president and general manager of Donnell and Mudge, Ltd., New Toronto, is chairman of the meeting.

Theme of the convention, which will stress public relations and continued cooperative development in the Canadian leather and shoe industry, will be "The Shoe Industry Steps Forward." Outstanding speakers from both Canada and the U. S. will address the joint sessions with more detailed discussions of various phases of the industry scheduled for individual group meetings.

Reservations and further information can be obtained from Lionel Theoret, general secretary, The Shoe Manufacturers' Assn. of Canada, Suite 1406, University Tower Building, Montreal.

Doyle Shoe Low Bidder On 27,396 Prs. Oxfords

Doyle Shoe Co., Brockton, was low bidder this week on Army Invitation QM-30-280-50-684 covering 27,396 pairs of tan low quarter shoes. Seven shoe manufacturers submitted bids on the Invitation.

Doyle bid on the entire quantity on the basis of $3.825 per pair with Endicott-Johnson Corp. second lowest at $3.885 per pair. Other bids were as follows: Belleville Shoe Mfg. Co., Belleville, Ill., $3.938 on 18,000 pairs; Craddock-Terry Shoe Corp., $4.04 on 15,000 pairs; General Shoe Corp., $4.23; John Foote Shoe Co., Brockton, $4.32 and E. J. Givren Shoe Co., Inc., Rockland, Mass., $4.36. The latter three bid on the entire quantity.

General Shoe Corp. was low bidder on QM-30-280-50-651 covering a total of 9996 pairs of leather-laced, legging-top boots. International Shoe Co. was only other bidder on the Invitation. General Shoe bid $9.85 net per pair on Item 1A, 2712 pairs and $8.95 net on Item 1B, 7284 pairs. International bid $9.86 and $9.65 respectively on the same quantities.

Four manufacturers bid on QM-30-280-50-657 covering 5052 pairs of firemen's rubber boots with Hood Rubber Co., Watertown, Mass., the low bidder. Bidders, quantities and prices are as follows:

Hood Rubber Co. A Division of the B. F. Goodrich Co. Watertown, Mass.	5,052 prs.	$6.15 Net
Bristol Mfg. Corp. Bristol, R. I.	5,052 prs.	$6.86 2%—30 ds.
The Goodyear Rubber Co. Middletown, Conn.	5,052 prs.	$6.68 Net
U. S. Rubber Co. Naugatuck, Conn.	5,052 prs.	$6.19 Net

$250,000 Blaze Hits Beverly Leather Plants

A flash fire which broke out in the lacquering room of the 68-year old O'Keefe Leather Co. plant in Beverly, Mass., on May 9 caused an estimated $250,000 damage to hides, leather stocks and machinery before firemen brought it under control. Despite the heavy damage, firemen were able to save the greater part of the five-story building.

More than 100 employes of three firms in the plant—O'Keefe Leather Co., Comet Leather Co., and Beverly Embossing Co.—were thrown out of work indefinitely as the blaze roared out of control for over an hour. An estimated $200,000 worth of machinery, leather stock and thousands of hides in the curing process was destroyed.

QM Opens Machine Bids

Three firms have turned in bids on QM-30-280-50-670 covering Item 1, eight leather skiving machines, bench type, 1/3 HP, 220V, 60 cycle, 1 phase; and Item 2, five shoe patching machines, foot operating, Model 29-K-60. Bids were opened late last week at the New York Quartermaster Procurement Office. Following are bidders, quantities and prices:

Champion Shoe Machinery Co. St. Louis, Mo.	Item 1 8 each	$72.69-$83.90 Net
Landis Machine Co. St. Louis, Mo.	Item 1 8 each	$73.44-$78.44 Net
Singer Sewing Machine Co. New York, N. Y.	Item 2 5 each	$125.00-$133.00 Net

NESLA Mfrs. To Exhibit On Boston Jubilee Week

Footwear and allied products manufacturer-members of the New England Shoe and Leather Assn. will place their various products on public display during Boston Jubilee Week, May 18-22, according to Maxwell Field, executive vice president of NESLA. Various lines of brand name shoes, shoe machinery, lasts and rubber products will be exhibited in Boston during the week.

Among the shoe manufacturers to display their lines are American Girl Shoe Co., Green Shoe Mfg. Co., French, Shriner & Urner Mfg. Co., Stetson Shoe Co., Curtis Shoe Co., Inc., Geo. E. Keith Co., and Worcester Shoe Co. Panther Panco Rubber Mfg. Co. will show its rubber sole and heel products and United Shoe Machinery Corp. and United Last Co. will show shoe machinery and lasts respectively.

National Shoe Foundation Opens New York Clinic

Representatives of the nation's shoe industry were on hand in New York last week to attend the formal openings by the National Shoe Foundation for Disabled Feet of its New York Clinic. The official opening took place in May at the Institute for the Crippled and Disabled, site of the new clinic.

W. W. Stephenson, president of the National Shoe Foundation, a non-profit organization, said that the opening of the New York clinic would enable the Foundation to efficiently handle the footwear requirements of people with crippled feet in the New York area who were unable to obtain suitable footwear through normal channels. Shoes made by the Foundation are obtainable only on a doctor's prescription.

The New York clinic will be in charge of William E. McMahon, a skilled technician with long training in cast-making as well as the other intricate processes involved in perfecting shoes for disabled people.

Dr. Sumner To Address ALCA Meeting On May 31

Nobel Prize winner Dr. James B. Sumner, an outstanding authority in the field of enzyme chemistry and biology, will be guest speaker on May 31 at the opening session of the American Leather Chemists Assn.'s Annual Meeting. He will talk on enzyme chemistry and proteins.

Dr. Sumner is director of the Laboratory of Enzyme Chemistry at Cornell University, Ithaca, N. Y. He was awarded the Nobel Prize in 1946 for his discovery that enzymes may be crystallized. He is also the author of Textbook of Biological Chemistry, Laboratory Experiments in Biological Chemistry and Chemistry and Methods of Enzymes.

Men's Shoe Output Declining, Says Field

Continued decline in production and sales totals of men's dress shoes since 1947 poses one of the shoe industry's most serious problems, warned Maxwell Field, executive vice president of the New England Shoe and Leather Assn. in a statement last week to Association members. Field declared the decline was growing increasingly evident despite a "constantly increasing male population trend."

Actual government figures show a decline of over six million pairs in men's dress shoe production of 8.1 percent in the 10-year period of 1939-49. Male population, 15 years and up, increased by four million or 8.1 percent in the same period. The following table shows comparative production and population figures.

	Men's Dress Shoe Output Pairs	Male Population 15 Years & Up
1939	76,637,000	49,336,000 (As of July 1, 1940)
1947	84,957,000	52,714,000
1948	76,761,000	53,015,000
1949	70,402,000	53,351,000
Percentage Change '39-'49	—8.1%	+8.1%

▲ **Moe Shapiro** has been appointed New York sales representative by Fred Rueping Leather Co., Fond Du Lac, Wis. Shapiro also represents B. D. Eisendrath Tanning Co. of Racine, Wis. His offices are at 12 East 33rd St., New York City.

Shoe and Slipper Production By Types: February, 1950

Kind of Footwear	Total	All-leather uppers: Total	Leather soles	Rubber or composition soles	Other soles	Part-leather uppers: Total	Leather soles	Rubber or composition soles	Other soles	Non-leather uppers: Total	Leather soles	Rubber or composition soles	Other soles
Shoes and Slippers, Total	39,270	34,280	19,989	13,721	570	1,002	312	368	322	3,988	982	1,489	1,517
Men's, total	8,813	8,532	4,931	3,555	46	49	25	24	.....	232	99	14	119
Youths' and boys', total	1,251	1,225	113	1,094	18	2	2	.....	.....	24	9	.....	15
Women's, total	20,236	16,188	10,318	5,477	393	847	274	299	274	3,201	724	1,406	1,071
Misses', total	2,894	2,655	815	1,796	44	77	4	27	46	162	44	54	64
Children's, total	2,765	2,545	1,156	1,343	46	27	7	18	2	193	66	13	114
Infants', total	2,210	2,158	1,741	407	10	.....	.....	.....	.....	52	26	2	24
Babies', total	1,101	977	915	49	13	.....	.....	.....	.....	124	14	.....	110

Production and Shipments, By States: Jan. and Feb. 1950

(Quantities in thousands of pairs; value of shipments in thousands of dollars)

State	Production, shipments, and value of shipments: January and February 1950 Production	Shipments	Value of shipments	January and February 1949 Production	Shipments	Value of shipments
UNITED STATES, TOTAL	77,966	77,844	$273,651	73,991	74,356	$273,582
Illinois	4,843	4,955	22,546	4,782	4,938	23,061
Maine	4,989	5,189	16,185	4,415	4,658	15,125
Massachusetts	13,594	13,597	47,109	12,626	12,577	46,122
Missouri	9,457	9,520	39,952	9,776	9,744	42,061
New Hampshire	7,192	7,217	23,467	6,368	6,457	22,264
New York	11,786	11,677	35,341	12,315	12,536	40,057
Ohio	3,026	3,219	14,456	2,966	3,107	14,491
Pennsylvania	8,230	8,113	21,334	6,761	6,778	18,692
Wisconsin	2,735	2,872	15,143	2,667	2,617	13,979
Other States	12,114	11,485	38,118	11,315	10,944	37,730

Wood Heel Men Hear Story on Lumber Prices

Terming the recently much-publicized predictions of a sharp drop in the price of lumber this Fall as "bad misquotes" from his recent remarks made at a meeting of the Northeastern Lumber Manufacturer's Ass'n in New York, Howard A. Hanlon, president of Cotton-Hanlon, Inc., major lumber suppliers, clarified the situation before a dinner meeting of the Wood Heel Mfgrs.' Ass'n., Inc., held in Haverhill, Mass., May 8, 1950.

Hanlon opened his remarks by repeating verbatim that part of his New York speech which dealt with lumber prices as follows:

"Unlike last year, due largely to bad weather conditions and the experiences of last July, August and September, production today is hardly equalling sales or demand. But, in my opinion, this condition will correct itself within the next 60 to 90 days.

"I predict that in almost the same months as it happened last year, a large segment of the industry will again find itself wondering if it is making a profit or not. The price drop at that time could possibly be more severe than a year ago and could be of longer duration. But the final result will be the same—that production will again taper off, most mills will adjust their production to sales and will cease to produce when production costs and sales prices do not allow profits. The long-term picture for lumber is certainly very healthy."

Hanlon added that his remarks at New York concerned the overall lumber situation and that he was not referring to any particular grade, such as hard maple or wood heel stock. He said, in fact, that while prices for most grades had advanced from 40 percent to 50 percent during the past six or eight months, heel stock has advanced only 8 to 10 percent in the same period.

"Take all lumber combined, other than heel stock," Hanlon said, "and the weighted average can drop 20 percent to 25 percent and still be at a relatively higher level than heel maple is now selling."

Therefore, the speaker said, any adjustment that might take place this Fall will be on a proportionate basis with the result that heel stock should still sell at prices higher than those in effect when the low points were reached during the closing months of 1949.

In answer to a question, Hanlon predicted that wood heel manufacturers will find themselves unable to replace inventories of heel stock in 1950 at prices paid for this grade of lumber during the latter part of 1949.

In urging wood heel manufacturers not to discourage the cutting of wood heel stock by coming to the lumber producers and "putting your cost problems in our laps," Hanlon said:

"Heel maple today is selling at the lowest comparative average price of any lumber on the market with the one exception of the No. 3 Common or pallet lumber. Frankly, when I compare the price of heel maple with other maple that can be produced from these trees (furniture lumber, bowling alley stock, flooring, last blocks, etc.), I am surprised that we are getting as much heel stock as we are. I guess that it is only because of force of habit that mills cut stock at all."

Others at the head table with the speaker included Russell Gorevitz, president of the association, and Lucius F. Foster, its associate director.

CALLING UP THE RESERVES

CROMPTON RICHMOND COMPANY INCORPORATED FACTORS

Inventory depreciation is never pleasant to take...because it wipes out capital. Yet temporizing with unavoidable markdowns only compounds the damage.

How can a business build such a contingency reserve – if it is hard put for working capital?

Just bring the problem to Crompton Factoring Service. We finance sales with cash advances against receivables. This additional, non-equity capital turns over rapidly...and provides the sinews for top productivity that builds its own cushion against shifting markets.

Crompton Factoring includes a complete credit service. We pick up the check for any credit losses, safeguard your own capital and you save on credit overhead. It all adds up to tighter operation and improved earning power.

The Human Factor

CROMPTON-RICHMOND CO., INC.

1071 Avenue of the Americas, New York 18, N. Y.

March Chain Sales Up 7.6%

Dollar sales of the five major reporting shoe chains rose 7.6 percent in March as compared to March 1949. First quarter dollar sales of the same chains totaled $50,029,000 against $50,036,000 a year ago, a drop of only .01 percent.

Although Easter this year occurred a week earlier than in 1949, thus bringing a good part of Easter shoe sales into March, unit pairage results for this year were considered encouraging because of the lower average factory value of footwear. Following are comparative figures:

	March		%	First Quarter		%
($1,000)	1950	1949	Change	1950	1949	Change
Edison	6,516	6,249	+ 4.3	14,695	15,193	—3.3
G. R. Kinney	2,575	2,298	+12.1	5,792	5,744	+0.8
Melville	6,719	6,210	+ 8.2	14,194	14,056	+1.0
A. S. Beck	3,992	3,648	+ 9.4	8,458	8,359	+1.2
Shoe Corp.	3,122	2,892	+ 7.9	6,890	6,684	+3.1
TOTAL	22,924	21,297	+ 7.6	50,029	50,036	—0.01

1949 Chain Profits Off 10%

Combined net profits of the first 15 shoe chain stores to report financial statements for 1949 totaled $13,187,240 or a decrease of 9.6 percent from 1948, the New England Shoe and Leather Assn. reports. Net sales of these same firms totaled $365,563,092, a decline of 4.2 percent from their total 1948 sales. Combined ratio of net profits to net sales was 3.6 percent during 1949.

Following are comparative figures for 1948-49:

	1949		Per Cent Changes 1949-1948		Ratio Net Profit Per Cent of Net Sale
Company	Net Sales	Net Income	Sales	Profits	1949
*Melville Shoe Corp.	$ 78,028,920	$ 5,538,010	— 6.7%	— 6.3%	7.1%
Edison Bros. Stores, Inc.	74,156,492	2,081,053	— 1.2	—17.6	2.8
*Shoe Corp. of America	39,670,065	1,778,568	+ 5.4	— 3.5	4.5
*A. S. Beck Shoe Corp.	39,622,800	1,089,192	— 6.2	+45.7	2.7
*G. R. Kinney Co.	35,227,865	1,178,260	+ 1.3	—11.2	3.3
Miles Shoes, Inc.	22,023,634	1,230,649	+ 4.5	+ 6.5	5.6
John Irving Shoe Co.	18,060,741	187,617	— 2.9	—63.0	1.0
Berland Shoe Stores, Inc.	13,858,229	522,067	— 1.3	+ 0.2	3.8
*Regal Shoe Co.	8,902,271	251,098	—12.2	+11.6	2.8
*Cannon Shoe Co.	8,299,706	265,522	—11.0	+34.2	3.2
*Spencer Shoe Corp.	7,659,149	— 250,030L	—25.9	—	—
*W. L. Douglas Shoe Co.	5,277,742	— 783,322L	—36.1	—	—
Kay's-Newport, Inc.	5,085,569	47,531	—16.6	—	0.9
Dan Cohen Shoe Co.	4,912,163	64,580	— 0.3	—28.9	1.3
Feltman & Curme Shoe Co.	4,877,736	— 13,555L	—13.2	—	—
Total 15 Companies	$365,563,092	$13,187,240	— 4.2%	— 9.6%	3.6%

*Denotes companies operating own shoe factories.

PRODUCTION, BY KIND OF FOOTWEAR: FEBRUARY 1950 AND JANUARY 1950

Production (thousands of pairs)

Kind of footwear	February 1950 (preliminary)	January 1950 (revised)	February 1949	January and February 1950
SHOES AND SLIPPERS, TOTAL	39,270	38,696	37,089	77,966
Men's, total	8,813	8,923	8,988	17,736
Dress	5,813	5,860	5,943	11,673
Work	2,075	2,189	2,100	4,264
Athletic	206	179	182	385
Slippers (housewear)	602	577	636	1,179
Sandals and playshoes	92	99	98	191
All other	25	19	29	44
Youths' and boys', total	1,251	1,251	1,115	2,502
Dress	1,138	1,137	999	2,275
Work	53	61	64	114
Athletic	3	2	6	5
Slippers (housewear)	33	30	23	63
Sandals, playshoes, and other	24	21	23	45
Women's, total	20,236	19,423	18,658	39,659
Dress	12,627	12,216	11,325	24,843
Work	197	224	233	421
Athletic	36	32	36	68
Slippers (housewear)	1,385	1,319	1,398	2,704
Sandals and playshoes	5,900	5,534	5,593	11,434
All other	91	98	73	189
Misses', total	2,894	2,881	2,565	5,775
Dress and work	2,150	2,294	1,991	4,444
Slippers (housewear)	172	151	138	323
Sandals and playshoes	513	376	398	889
All other, including athletic	59	60	38	119
Children's, total	2,765	2,713	2,489	5,478
Dress	2,034	2,087	1,856	4,121
Slippers (housewear)	267	202	214	469
Sandals and playshoes	415	377	384	792
All other, including athletic	49	47	35	96
Infants', total	2,210	2,357	2,134	4,567
Dress	1,910	2,048	1,780	3,958
Slippers (housewear)	55	89	59	144
Sandals, playshoes, and other	245	220	295	465
Babies', total	1,101	1,148	1,140	2,249
Dress	1,022	1,057	1,057	2,079
Slippers and sandals	79	91	83	170

PERSONNEL

▲ **Sam Lawson** has joined Edwards Shoe Stores, Inc., southern shoe chain, as supervisor of stores and personnel, succeeding **George Darby.** Lawson, who was formerly associated with Wohl Shoe Co., St. Louis, will supervise some 44 Edwards stores. Darby has opened his own shoe store in Valdosta, Ga.

▲ The following have been elected as officers for the coming year of the Leather and Allied Trade Associates, Milwaukee: **D. O. Elliot,** president; **E. L. Pierce,** vice president; and **W. D. Scott,** secretary and treasurer. Directors are Harry Batchelder, Jr.; Don O. Elliot, John G. Freeman, Arthur E. Gebhardt, J. Chris Hempel, C. Rodney Kilham, Earl L. Pierce, and Wilson D. Scott.

▲ The following new members have been inducted into the New York Superintendents' and Foremen's Assn.: **James Cucinella,** making room foreman, Terry Footwear, New York; **Edmund Z. Schary,** salesman, Al Lewis; **Al Pernice,** making room foreman, LaSalle Slipper Co.; **Nat Greene,** packing room foreman, Greene Crescent Casuals; **Santo Scuden,** making room foreman, Harmony Shoe Corp.

▲ **Paul Kallai,** associated for 10 years with Bata Shoe Co. in Europe, has joined Damrak Trading Co., New York City importers of rubber boots.

▲ **Milton Marcus,** Midwestern sales representative of I. Miller & Sons, Long Island City, has been appointed sales and distribution manager. He will assist Irving Grossman, executive head of the wholesale manufacturing division while Charles Miller will assist Marcus. John Pollack succeeds Marcus and Midwestern salesman.

▲ **George Rogers,** sales representative for Gustin Guild Rest, Inc., New York City shoe manufacturer, has added California, Washington, and Oregon to his territory. Rogers handles the firm's line of Gustinettes in Arizona, New Mexico and Western Texas.

▲ **William D. Benjes,** president of London Character Shoes, New York City, will serve as chairman of the leather, boots and shoes division of the 1950 Greater New York Fund Campaign.

▲ **Otto A. Seyferth,** a director of Eagle-Ottawa Leather Co., Grand Haven, Mich., has been elected president of the U. S. Chamber of Commerce. Seyferth is also president of the West Michigan Steel Foundry Co., Muskegon, and director of a number of other Michigan business enterprises.

STAYS FLAT

Armstrong's Cold Bottom Filler won't creep or bunch

WON'T STAIN. There is no danger of staining with Cold Filler. It won't mark uppers or discolor crepe soles because the special ingredients in Armstrong's Cold Filler keep it stain-free. It's the filler to use when working with white or light uppers.

Millions of shoes in use today owe their smooth, flat bottoms to Armstrong's Cold Bottom Filler. Never over the years have we found one shoe in which this filler crept, bunched up, or became uncomfortable underfoot.

There's a good reason, of course, for this remarkable record. Armstrong's Cold Filler is non-thermoplastic. Heat cannot soften it or cause it to flow. It stays where it's put—and it stays flat.

Other reasons make this cold filler first choice in many factories. There's less labor turnover, shoemen tell us, because cold filler is clean and pleasant to work with. It requires no heaters or steam lines to make hot days even more uncomfortable. Then, too, cold filler is always ready to use—anywhere.

The only equipment you need to test Armstrong's Cold Filler is a knife. Call your Armstrong representative today and arrange to do this or write Armstrong Cork Co., Shoe Products Department, 8805-A Arch St., Lancaster, Pa. Available for export.

ARMSTRONG'S COLD BOTTOM FILLER

one of Armstrong's quality shoe products

BOX TOE MATERIALS • FLEXICORK® • CUSHION CORK® • CORK COMPOSITION • PLATFORMS

"Economics of Cattlehide Tanning" Book Of Year

A decade ago Merrill A. Watson, formerly executive vice-president of the Tanners' Council of America, undertook a penetrating investigation of the tanning industry which at first posed a seemingly insurmountable challenge. Few industries are subject to the complex economic forces which govern the tanning industry. Yet it was the charting of just these forces which Watson sought. The result is an invaluable work of monumental detail, his recently published "Economics of Cattlehide Tanning."

Beginning with a history of the industry, concentrated particularly on leather manufacturing in the U. S. up to just before World War II, the author quickly launches into an analysis of the economic structure of the industry—its central locations, development of significant processes, growth of production, organization.

He then focuses attention upon the integrating forces which have influenced the growth and economics of leather manufacturing—the packers, tanners, shoe manufacturers. Specific case histories of each are cited: in tanning, Proctor Ellison, Howes Bros., U. S. Leather Co., American Hide and Leather Co., Pfister and Vogel Leather Co., etc.; Swift, Armour, Wilson and others among the packers; International Shoe, Endicott-Johnson, Brown Shoe, Melville and others among the shoe manufacturers. These are integrated to a single objective: their combined influence on the tanning industry.

Supply Sources

The complex problem of hide supplies, both domestic and foreign, is given detailed analysis. The domestic supply picture encompasses a study of cattle populations and slaughters, hide marketing, sources, influential government policies, hide inventories. Projecting the study of supply into world markets, the author probes foreign sources of supply, traditional and potential, tariffs, types of available hides, and a special study on Argentina, world's chief surplus hide source.

A special chapter is devoted to tanning materials—sources, types, consumption, imports, government policies affecting supplies, economic factors influencing prices. Labor in the tanning industry also receives an entire chapter, providing not only a detailed picture of the wage-and-hour structure but the development of organized labor and its influence in the industry.

Promising Designers

. . . are these members of the Washington University Art School class of shoe designing sponsored by the St. Louis Shoe Manufacturers Assn., shown here at a cocktail party given in their honor by the Association at the Hotel Mayfair during the Fourth Annual St. Louis Fall Showing. Fifth from left is Miss Judy Berland, who won a $50 prize offered by the Association for the best high heel pullover. In the center is John Dunbar of Dunbar Pattern Co., who is class instructor. At extreme right is Miss Cathy Altepeter, whose pullover design was used by Hamilton Shoe Co., St. Louis, to manufacture a Delmanette shoe.

Capital And Costs

Watson undoubtedly presents the most penetrating analysis to date on the history and function of capital in the tanning industry. Specific companies are used as examples to cite pertinent points. There are deep projections into investments, "mobility" of capital, depreciation and maintenance of capital, rate of return and profits in the industry.

Watson provides a compact examination of the industry's complex cost structure. Here are demonstrated the cost and accounting methods commonly used; the behavior of constant and variable costs; the influence of costs on volume and price, many with graphic illustrations which chart the historical movements of costs and prices.

Markets

Leather's markets, traditional and potential, come under the author's microscope. Here Watson provides an invaluable analysis of the shoe industry, both manufacturing and retailing, as it affects the tanning industry and its economics. Other markets are likewise probed: shoe repairing, harness and saddlery, industrial leathers, luggage, upholstery, etc. An extension of this market aspect is comprised of an examination of the characteristics of demand for leather, showing distinct differences between demand and consumption. Watson takes the major types of leathers, analyzes each in terms of characteristic demand, and includes also a study of foreign trade.

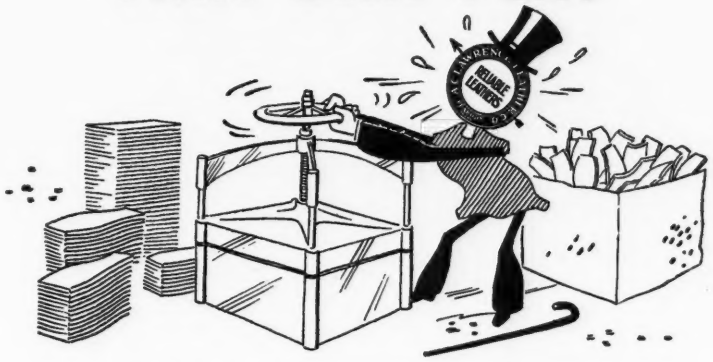
The scope of competition in the tanning industry is more involved than generally realized. Here the author clarifies various aspects of competition both from within the industry itself and from outside forces. From here he leads the reader into the vital factor of prices, revealing the delicate but potent dynamics of leather price structures and all the forces which converge to determine them.

The profound examination of the leather industry's role in World War II comprises an invaluable treatise in itself. Every phase of the production and movement of leather is probed, resulting in an ingenious clarification of the complex forces which influenced leather, regarded as the seventh most strategic material in World War II.

This stupendous work includes 162 tables, 10 charts and 47 appendixes. Most of these have been compiled and published for the first time. It is almost impossible to estimate or evaluate their great worth to the leather industry and its every affiliated industry. The book itself is certain to inspire a re-evaluation of the industry by tanners, shoe manufacturers and others, because here for the first time is a complete, compact and clarifying examination of an industry whose economic complexities have, up until now, left scores of vital questions unanswered.

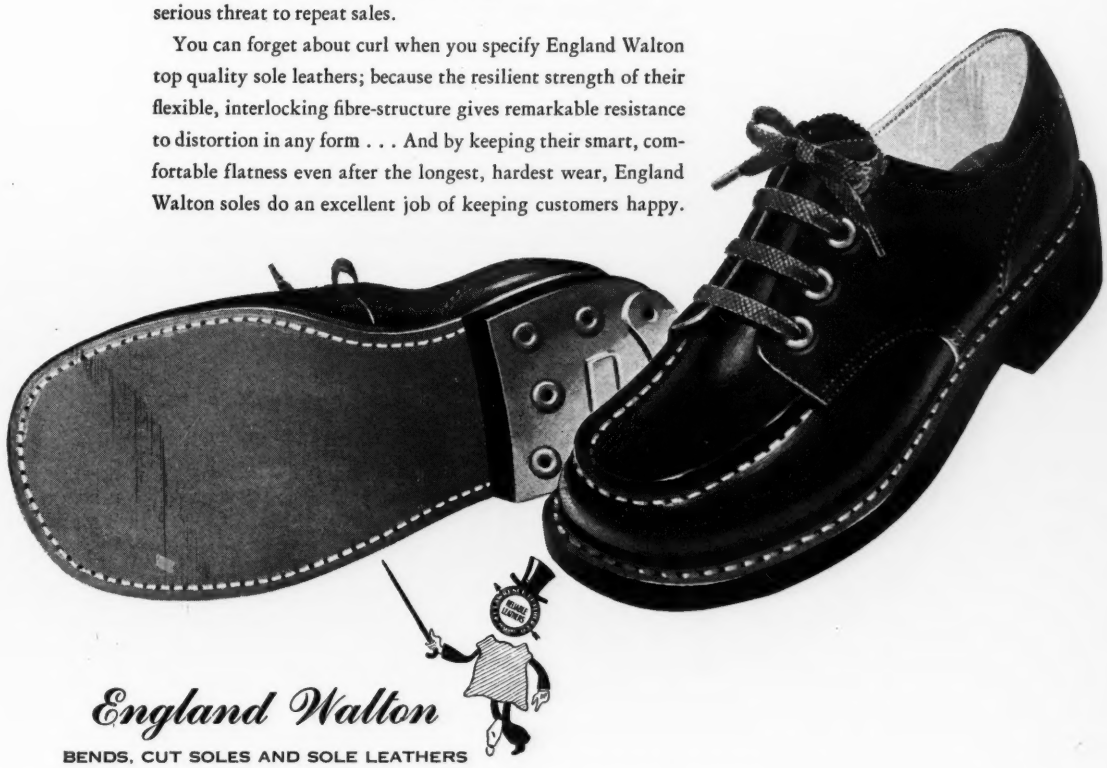
("The Economics Of Cattlehide Tanning," by Merrill A. Watson; $7.50; published by Rumpf Pub. Co., 300 West Adams St., Chicago 6.)

There's better business IN SOLES THAT STAY FLAT



We're all familiar with certain types of shoe soles — on children's shoes, especially—which show a marked tendency to curl at the toe or sides. It goes without saying that this weakness is a serious threat to repeat sales.

You can forget about curl when you specify England Walton top quality sole leathers; because the resilient strength of their flexible, interlocking fibre-structure gives remarkable resistance to distortion in any form . . . And by keeping their smart, comfortable flatness even after the longest, hardest wear, England Walton soles do an excellent job of keeping customers happy.



England Walton

BENDS, CUT SOLES AND SOLE LEATHERS

A. C. LAWRENCE LEATHER COMPANY, ENGLAND WALTON DIVISION

BOSTON • CAMDEN • PEABODY • NEW YORK • ST. LOUIS • COLUMBUS • MILWAUKEE • LOS ANGELES • SAN FRANCISCO • ASHLAND, KY. • NEWPORT, TENN. • HAZELWOOD, N. C.

SPOT News

New Jersey

● A paper, "Physical Chemical Research in the Protective Coating Industry," presented by Dr. Roy H. Kienle, director of application research, **American Cyanamid Co.,** Calco Chemical Division, has been reprinted as Calco Technical Bulletin No. 901. Dr. Kienle was selected to give the first of the Mattiello Lectures, established to honor Dr. Joseph J. Mattiello, scientist and teacher in the field of protective coatings, last year at Atlantic City.

● **Elite Processing Co.,** finishers, has been opened at 60 Soaring St., Newark.

● **Sun-Shu, Inc.,** has been organized to manufacture casuals at 67 Market St., Elizabeth.

New Hampshire

● Largest single contribution of the recent March of Dimes campaign in Manchester was made by the allied **CIO Shoe Workers' Unions,** which gave a total of $1,311. Philip Miville, president of Local 140, was chairman of union contributions committee.

● **Weiss-Lawrence, Inc.,** Somersworth, has taken over additional plant space and will manufacture California casual shoes. Charles Lawrence, part owner and formerly of Compo Shoe Machinery Corp., is superintendent and Ted Weiss is stylist and sales manager. The firm, formerly known as Miller-Weiss-Lawrence, is the originator of "Talkabouts," hand-made moccasins and loafers.

● Increased retail shoe sales and creation of a New Hampshire division will result in increased production at the **International Shoe Co.** plants in the state, Edgar E. Rand, president, told more than 60 company salesmen of Sundial Shoe Co., retail affiliate, at a recent four-day convention in Manchester. Rand said the New Hampshire division is specializing in the volume field, involving large orders for mail order houses and chain stores. He added that the outlook for the year was good, with western branches already reporting sales of fall lines substantially ahead of last year.

New York

● **Sterling Last Corp.,** New York City, has published a new catalog for its newly-developed foreign trade. The company reports excellent lasts sales results despite import restrictions and exchange conditions overseas. It is also sending out periodic bulletins showing current best-selling U. S. shoes made over Sterling lasts to give foreign shoe manufacturers a better picture of style changes and potentials of the lasts.

● **Creswell Belting Co., Inc.,** has been organized to manufacture leather belting at 80 Broad St., New York. Principal is Theodore W. Cohn.

● **S. Enzler & Sons, Inc.,** New York City manufacturer of leather goods, has been assigned to Alfred A. Johnson.

● **Palatine Corp.,** makers of shoe fabrics, have moved from 357 Fourth Ave. to 1146 Broadway, New York City.

● **Gordon-Gruenstein, Inc.,** upper leather wholesaler, has moved from 26 Ferry St. to 82 Fulton St., New York City.

● **Culver Mfg. Co., Inc.,** Bluffton and Poneta, Ill., footwear manufacturer, has opened a sales office in the Arcade Bldg., New York City.

● **American Cyanamid Co.,** New York, has formed a Dyes and Chemicals Dept. to handle all foreign activities in connection with the products of its Calco Chemical Division (except pharmaceuticals), Industrial Chemicals Division and Plastics and Resins Division. The combined department will be under the direction of Fraser M. Moffat, Jr.

● **Skippy Footwear Corp.,** New York City, has appointed Shoeville, Inc., St. Paul, Minn., and Chester A. Yard Co., St. Louis, to handle the firm's line of children's footwear.

Massachusetts

● **The Tan Leather Co., Inc.,** has been incorporated to manufacture and deal in leather, shoe findings, counters, toplifts, soles and innersoles at 3 Washington Sq., Haverhill. Shirley Cook is president, Nicholas Sarbanis is treasurer, and Lorraine Gage is a director.

● **Macklin Moccasins, Inc.,** has been incorporated with an authorized capitalization of $10,000 to sell shoe and moccasins at 26 Oxford St., Lynn. The company, headed by president-treasurer Lona Underberger of Lynn, will issue 100 shares of common stock at $100 par value. Directors include Louis Underberger and Theodore L. Galkin.

● **Good Rowe Counter Co., Inc.,** formerly of Manchester, N. H., has leased a plant at Everett Mills Properties, Inc., Lawrence. The firm will employ about 50 workers to produce counters for the shoe industry. Louis R. Goodman is president.

● **Joy Shoe Co., Inc.,** will manufacture and sell shoes, boots and other footwear at 185 Devonshire St., Boston. Bernard Short is president and Florett M. Powers is treasurer.

New Armstrong Prexy

. . . Clifford J. Backstrand, newly-elected president of Armstrong Cork Co., Lancaster, Pa., who succeeds H. W. Prentis, Jr., now chairman of the board. Backstrand began his career with Armstrong as a student salesman with the Floor Division in 1921 and rose through various executive positions to director in 1935 and first vice president in 1945. Prentis has retired as president after 16 years in that capacity.

● **Boston Fabrics Corp.,** at 44 School St., Boston, with a $100,000 capitalization, will engage in import-export, buying and selling of hides, leather, fabrics and all materials used in manufacturing shoes and handbags. Louis Chandler is president, Vernon C. Stoneman is vice president, and Edmund Klein is treasurer. The company will issue 1000 shares of $100 par value stock.

● The semi-annual **Parker House Shoe Show** in Boston has been scheduled for June 4-10 with close to 300 manufacturers of men's, women's and children's shoes exhibiting their lines. John J. Clabby, assistant manager of the Parker House, is director of the Show.

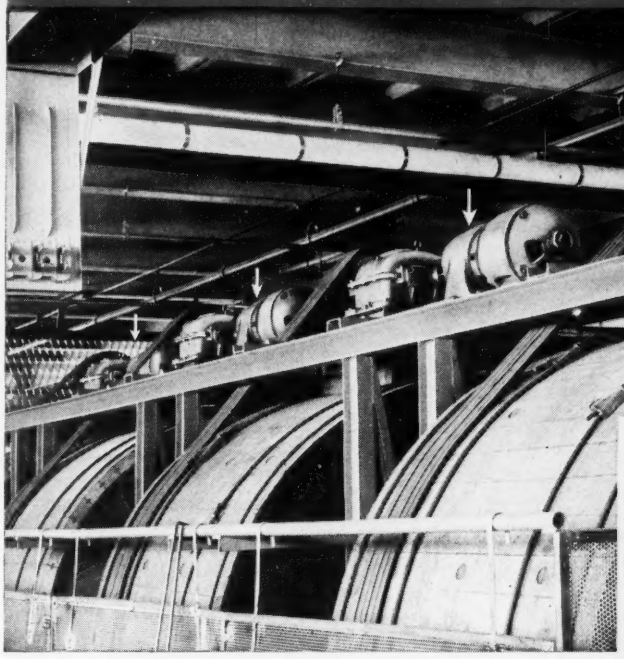
● **Bay State Belting Co.** has consolidated its main office and shipping department with its tannery and factory at 50 Grove St., Salem. The company will maintain daily trucking contact with Boston to serve customers.

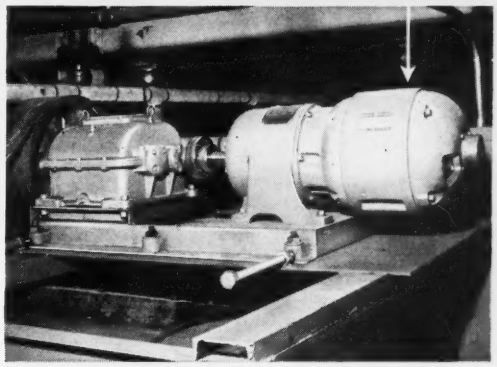
● **New England Shoe Mfg. Co.,** Boston, has been perpetually enjoined from using the trademark "Nesco" by Federal Judge Charles E. Wyzanski, Jr. Plaintiff in the suit was Desco Shoe Corp., New York City, which used "Nesco" as a trade name.

Wisconsin

● **La Crosse Rubber Mills Co.,** La Crosse, has purchased the **Wisconsin Rubber Footwear Co.,** Chicago, according to I. H. Beisang, former president of Wisconsin Rubber. The La Crosse firm manufactures rubber footwear, basketball and tennis shoes. All personnel employed at Wisconsin Rubber will be kept and the Chicago plant will be used as a branch factory. Beisang will be sales manager. La Crosse Rubber Mills also has new branches in St. Louis and Minneapolis.

Production UP···Power Costs DOWN





on Tanning Drums Equipped with

LINK-BELT ELECTROFLUID DRIVE

Hiteman Leather Co., of West Winfield, New York is another tannery that has improved production with a saving in power, through the use of Link-Belt Electrofluid Drives. The view above shows four of the eight tanning drums in this plant, individually powered by Electrofluid Drive coupled to Link-Belt herringbone gear drive.

Loads of 2000 pounds of wet skins are started with ease, and without the excess starting current required by conventional motor drives. Motors are 10 h.p., which is ample to operate the drums at normal speed.

Full capacity production, minimum power requirements and protection from shock loads are important advantages being derived by tanneries where drums are equipped with Link-Belt Electrofluid Drive.

LINK-BELT COMPANY

Chicago 9, Indianapolis 6, Philadelphia 40, Atlanta, Houston 1, Minneapolis 5, San Francisco 24, Los Angeles 33, Seattle 4, Toronto 8, Johannesburg. Offices in Principal Cities. 11,872

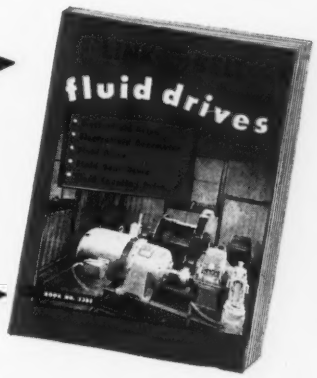
LINK-BELT fluid drives

Close-up view shows Electrofluid Drive direct connected to Link-Belt herringbone gear drive, on Link-Belt welded steel base plate. Drums were built and entire installation made by Travis and Oczko Company of Johnstown, New York.

When Electrofluid Drives are used, the motor gradually assumes the load, as its speed increases, so that high starting current is avoided, and it is usually practical to use a smaller motor than otherwise would be required.

For full details of the Link-Belt Electrofluid Drive and suggestions for application,

Ask for Book No. 2385



The Combined Iron-Chrome Tannage

By

Arthur Miekeley

DURING the years 1928-29 an iron tanning process was developed at the Kaiser Wilhelm Institute in Dresden in which a tan liquor which was prepared by the treatment of chrome shavings with nitric acid in the presence of iron salt attained usage. In this process the non-tanning ferrosalts were completely converted by oxidation with nitric acid into the tanning ferric form and the chrome shavings through the degradation of the protein formed complex-active organic compounds, such as amine or oxy acids, and finally protein degradation products which could be expected to have especially good filling action. This process at the time produced quite usable leather which was especially distinguished through good ageing properties. The success of this process, however, as was seen by later tests, was chiefly due to the amount of chrome, even if it was relatively small, which was brought into the tan liquor by the solubilization of the chrome shavings.

The Process

A combined iron-chrome tanning process was worked out on the basis of these results, in which simple, inorganic iron salts, such as iron-3-chloride, or iron-3-sulphate, an organic oxyacid, such as glycolin or lactic acid, as complex formers, as well as a small amount of chrome are used. For tanning it is generally sufficient to use, calculated on the pelt weight. 3-4% Fe_2O_3, 0.5-1% Cr_2O_3 and 0.5% complex forming acid, corresponding to about 1/6 mol. glycolic acid to 1 mol. iron chloride. The use of greater amounts of complex forming acid has proven itself unnecessary, it is even a disadvantage because the leather is less filled and can also be washed out more completely.

In place of the trivalent iron and chrome compounds we can also start with advantage with the trivalent iron salts, which easily can be manufactured in the tannery by dissolving iron filings in hydrochloric or sulphuric acid, and these can be oxidized with bichromate according to the equation:

$$6Fe_2SO_4 + Na_2Cr_2O_7 + 7H_2SO_4 = Na_2SO_4 + Cr_2(SO_4)3 + 3Fe_2(SO_4)\ 3 + 7H_2O$$

In this process which has been repeatedly cited in literature more Cr is used than stated above, namely, 0.95% Cr_2O_3 when using 3% Fe_2O_3. Practically the reaction is made with 4-4½ mol. sulphuric acid so as to obtain the basicity of 30-35% required for the start of the tannage, corresponding to a pH of 2.0-2.5. The same amount of glycolic acid is used as in the tannage with the trivalent salts.

The question of what was the most suitable manner for combining iron and chrome was thoroughly examined. On the basis of the examination of the practical results, it has been proved of advantage to pretreat the pelts first with bichromate and then to after-treat them with ferrosalt.

Comparative Tests

Comparative tests were carried out in order to clarify the question as to which of the three combination possibilities is to be preferred. Uniformly pre-treated and pickled pelt was tanned by using 3% Fe_2O_3 as ferric chloride and 0.95% Cr_2O_3 as bichromate (referring to the pelt weight) in such a manner, that the pelts were either after-treated with bichromate or ferric chloride, or were tanned in one bath simultaneously with both components. The other conditions, such as the amount of glycolic acid, sulphuric acid, neutral salts, etc., were the same on all three tests. The tannage was completed by neutralizing with sodium carbonate to pH 3.9. Analyses of the residual liquors as well as of the washed and neutralized leather showed that the chrome utilization in all three combinations was very good in comparison to the usual chrome tannage. 0.95% Cr_2O_3 as bichromate, 3% Fe_2O_3 as ferrous chloride, 0.5% glycolic acid, spent liquor pH 3.9 (the percent data refer to the pelt weight).

Best Chrome Utilization

In chrome pretanning the best chrome utilization was 98% of the chrome amount given, and in the chrome after-treatment the lowest chrome utilization was 71%; the iron absorption was found the most favorable in the single-bath tannage, a little less with the chrome after-treatment and poorest with the chrome pretreatment. Similar results were obtained with corresponding comparative tests with trivalent and iron and chrome salts.

These experimental results substantially corroborate similar results of R. W. Fleming of University of Cincinnati, carried out in 1943 in

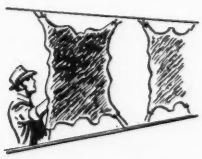
PELT	SINGLE BATH 440-g		CHROME PRE-TANNING 667-g		CHROME AFTER-TANNING 495-g	
CONTENT OF	Cr_2O_3	Fe_2O_3	Cr_2O_3	Fe_2O_3	Cr_2O_3	Fe_2O_3
In 100 cc spent liquor in g. ..	0.035	0.042	0.063	0.466	0.147	0.244
Total Amount in g.	0.638	0.312	0.713	5.160	1.360	2.260
100-g. pelt contain in g.	0.791	2.922	0.844	2.226	0.675	2.543
Utilization in % of the given amount	83.3	99.5	89.0	74.5	71.0	85.0
Content of the leather after the tannin in % dry weight	1.78	9.24	2.01	7.39	1.53	8.19
Less after washing and neutralization in % dry weight	0.026	0.164	0.055	1.051	0.065	0.437
Content of the leather after the washing and neutralizing	1.90	9.15	2.15	7.30	1.51	8.30

Dr. Arthur Miekeley since 1930 was Section Manager and Deputy Director at the Kaiser-Wilhelm Institute for Leather Research in Dresden. Since 1945 he has been active in the German leather industry.

Dow Serves American Industry

EPSOM SALT, tech.

Epsom salt is used in the dyeing and printing of textiles.



Epsom salt assists in the tanning of sole leather.

It is a bleach stabilizer in paper making.

Epsom Salt, technical, has extensive industrial applications in a variety of processes. It is employed, to list only a few industries, in the ceramic, explosive, match and fertilizer industries.

Look to Dow to satisfy your needs.

ALSO AVAILABLE ARE:

Aniline
Phenol
Hydrochloric Acid
Caustic Soda
Sodium Sulfide

"Order from Dow"

THE DOW CHEMICAL COMPANY
MIDLAND, MICHIGAN

or telephone the nearest DOW branch office

Atlanta.....MAin 3085	New York.....PLaza 7-8300
Boston.....HUbbard 2-4890	Philadelphia...RIttenhouse 6-2280
Chicago.....Financial 6-4221	St. Louis.....NEwstead 4977
Cleveland.....TOwer 1-5825	San Francisco....GArfield 1-8323
Detroit.....TRinity 2-8186	Seattle.....SEnaca 6488
Houston.....CHarter 4-3506	Washington.....REpublic 6608
Los Angeles.....TUcker 3181	

Dow Chemical of Canada, Limited, Toronto.....ELgin 9208

DOW
CHEMICALS
INDISPENSABLE TO INDUSTRY AND AGRICULTURE

FOR YOUR PROCESS NEEDS . . .

Oxalic Acid

From Coast-to-Coast Warehouse Stocks!

In buying Oxalic Acid, you can always depend on General Chemical for a superior product of consistently high purity and uniformity of crystal size. And you can also depend on General Chemical for prompt delivery from the company's chain of distributing points in America's industrial centers!

For production efficiency—and for economical operations—this combination of highest quality *plus* ready availability is of utmost importance to you. So be sure—for your needs, specify General Chemical Oxalic Acid!

For Removal of Rust and Iron Stains

As a Laundry Sour or Bleach

For Cleaning Railroad Cars and Buses

Bleaching Leather, Straw, Cork; Leather Tanning

For Radiator Cleaner Compounds and Metal Polishes

Textile Dyeing and Manufacture of Dyestuffs

For Electroplating

Production of other Chemicals and Plastics

GRADE: Colorless crystals thru 10 mesh. Contains a minimum of 99.5% $C_2H_2O_4 \cdot 2H_2O$

GENERAL CHEMICAL DIVISION

ALLIED CHEMICAL & DYE CORPORATION

40 Rector Street, New York 6, N Y.

Offices: Albany • Atlanta • Baltimore • Birmingham • Boston • Bridgeport Buffalo • Charlotte • Chicago • Cleveland • Denver • Detroit • Houston Los Angeles • Minneapolis • New York • Philadelphia • Pittsburgh Portland (Ore.) • Providence • San Francisco • Seattle • St. Louis Wenatchee and Yakima (Wash.)

In Wisconsin: General Chemical Company, Inc., Milwaukee, Wis.

In Canada: The Nichols Chemical Company, Limited • Montreal • Toronto • Vancouver

Oxalic Acid Crystals enlarged 4 diameters

BASIC CHEMICALS

FOR AMERICAN INDUSTRY

America. Fleming has also studied the different combination possibilities of bichromate and ferrous sulphate. His experiments differ, however, from the foregoing in that, he after-treats the pelt pieces, pre-treated with ferrous sulphate, respectively bichromate, not in the same, but in a new bath with the corresponding components resulting in other quantity ratios. At any rate his experiments have shown that the chrome absorption during the chrome pre-treatment is the greatest and the iron absorption the least.

With the two other processes, about the same absorption of chrome and iron was attained at higher basicities. While Fleming draws the conclusion from his experiments that the pretreatment with ferrous sulphate and the after-treatment with bichromate or the single-bath tanning would be the most suitable for the practical use, because here the iron absorption is the greatest, the chrome pretreatment is to be preferred from a practical viewpoint, because with it the chrome as the more valuable tannin is best utilized.

Mixed Complexes Form

The favorable influence, which results from the use of chrome during the iron tannage, rests not only on the setting of the grain with chrome, but might also be traced back to the fact, that during tanning in combination with iron and chrome, as has been assumed by A. Küntzel in the combined chrome-aluminum tannage, mixed complexes form. These are more solidly bound by the hide substance than the pure iron compounds. Probably the tendency to form such mixed complexes between chrome and iron is considerably greater than in the case of chrome and aluminum.

It could be determined, for example, that the flocculation point of a mixture, consisting of equal parts of solution, containing respectively, per liter, 1-g. chrome and 1-g. iron as iron chloride and chrome sulphate, is attained at a lower pH than in the case of the components. If we make this mixture so basic that a precipitation occurs, it will contain chrome bound so tightly to iron hydroxide, that it can not be removed by washing with distilled water. It also confirms the fact that during the described comparative tests the leather produced by the single-bath process, showed the smallest loss on washing. (See Table) The reasons given show that for the combined iron-chrome tannage, the pretanning with chrome and the after-treatment with iron or the single-bath process are to be preferred.

The combined iron-chrome tannage is practically completed at pH 3.9; the leather then has usually a shrink test of 85-90°C.

For the neutralization, which preferably is done after prolonged storage, the use of 2% thiosulphate is to be recommended, however, we can do it by careful neutralization with sodium carbonate.

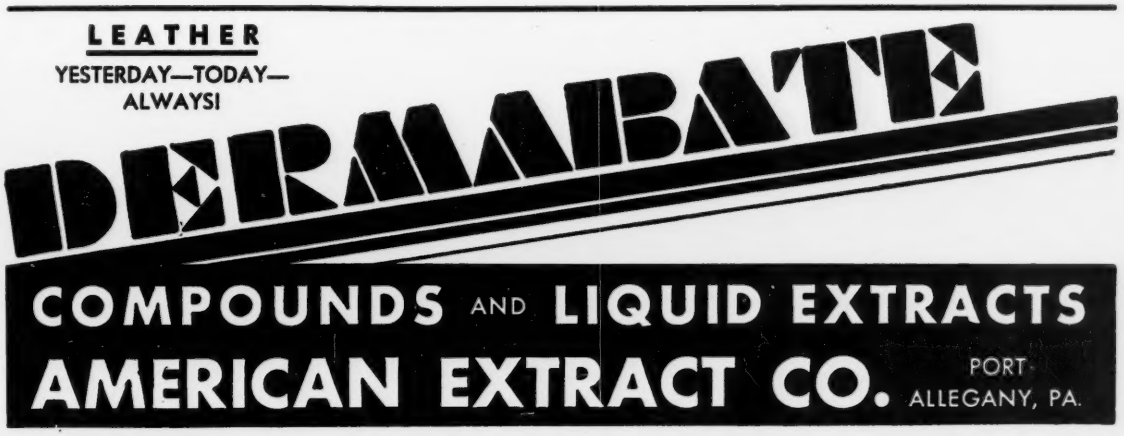
Fat Liquoring

In regard to the fat liquoring of the combined tanned iron leather, it was determined that about 1/4 to 1/3 more fat it needed than with a straight chrome tannage. It has frequently been stated that unsaturated fats should not be used because they are responsible for destruction during storage; definite proof, however, has so far not been obtained. Fats, which form soaps with iron and cement the leather fibers, are to be avoided if possible, because the resulting leather does not plump during the staking. The fat alcohol sulfonates have especially proved themselves valuable.

With the combined iron-chrome tannage, leather which comes close in its quality to that tanned with chrome can be manufactured. The tannage, therefore, is primarily suited to the manufacture of upper leather. The production of pliable, stretchy leathers, such as glove leather, is difficult because the process is started comparatively acid and precipitates very strongly. For the manufacture of garment leather, such as pants leather as well as wash leather, the tannage is usable if we do not demand too much stretch. With wash leather especially the color shade, similar to chamois leather, and the water absorption capacity, which is greater than with chrome leather, is of interest. For this leather, it is generally sufficient to pretan with 0.5% Cr_2O_3. The process has proved itself also for shoe upper leather, such as box-sides or box-calf if we use about 0.8% Cr_2O_3. The leather is full and of good feel, even though customary softness of the pure chrome tannage is not reached. In the resistance to aging on storage, they are not inferior to chrome leather.

The process is also suited for the manufacture of chevraux. Here the combination of bichromate and ferrous chloride has especially proved itself. The leather distinguished itself by a very tight and smooth grain, which is typical for this tannage and should be of interest for many leather types.

For lining or fancy leather, an after-treatment with synthetic tannins such as will not discolor the iron leather is to be recommended; an after-treatment with 3-5% pure tannin is sufficient.



The Selection And Training Of Foremen*

By
Lawrence J. Allen

Supervisor of Foremen Training
Brown Shoe Company

Proper selection and training of shoe foremen results in high pay-off value in the modern shoe factory. The "how" of selection and training is discussed here by an experienced specialist.

We are going to consider a problem which contributes greatly to the success of failure of any shoe manufacturing company. It is the problem of building and maintaining a staff of first line executives whom we would commonly call Foremen. These are the "getter done-ers" of the manufacturing end of the business. These are the people who see to it that production employes take raw materials and turn out finished shoes. They are certainly among the most important of the links in the entire manufacturing chain.

One of the most important, if not the most important, job of the factory manager is to surround himself with a group of capable Foremen. Everybody recognizes the importance of strong foremen. There has been a tendency in the past to look upon Foremen as a commodity. When one was needed the factory manager simply went out into the market and secured the services of an experienced Foreman from the outside. The difficulty of obtaining such people fluctuated with the economics of the times, yet at most times there has been available a certain number of itinerant foremen who have moved about from place to place as their fortunes varied.

In the second place, it has been relatively easy to dip into the ranks of the production workers, pick out a promising looking worker at the bench, and notify him that "effective Monday you take over." In the third place, there is a natural tendency to neglect the problem that comes up only spasmodically and attach greater importance to the obligations that must be met every day. If the hiring of a Foreman is an event that occurs only once every year or so, there is a tendency to fail to develop the procedures involved in selecting and training this Foreman. Besides, it is easier for a factory manager to busy himself with the routine problems of each day, making his round at the factory, taking up the problems that are brought to his attention, keeping up his records and making out the necessary reports. It is only natural to retreat into the comfortable security of these somewhat routine activities leaving the more abstract problem of planned foreman training to wait until a need arises.

*Talk delivered at the Factory Management Conference, Cincinnati, May 4-5.

What Kind of Individual?

It is not our present purpose to sell the idea that foremen should be carefully selected and trained. Whether these necessary jobs are done according to plan or handled in a "hit or miss" fashion, they are jobs that have to be done. It is not a case of whether or not you do them, but rather are they done well or poorly?

The objective of selection and training of foremen is obviously to provide a supervisory staff that will "get the job done." We are after effective job performance. We are looking for, or attempting to develop, people who will be successful in carrying out the duties of a foreman.

To find or develop such people, we must first know what kind of a job it is that we are going to expect them to accomplish. Then we must answer the question, "What kind of an individual does it take to succeed in foremanship?" In other words we must develop a set of job specifications. Good foremen come in all sizes, shapes and temperaments. It is very difficult to isolate either a type of person or a pattern of action that will guarantee success. We do know, however, that success will depend upon three things:

1. What the foreman is.
2. What the foreman knows.
3. What the foreman can do.

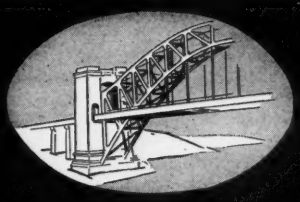
A foreman must have certain knowledge, and skill, and he must be the type of person able to put this knowledge and skill to use. One classification that has been widely accepted says that a foreman must have:

1. Knowledge of his job in its technical phases.
2. Knowledge of the operating and control procedures of his company.
3. Skill in selecting and training personnel.
4. Skill in leadership or supervising personnel.
5. Skill in planning.

Selecting Foremen

The whole problem of selecting foremen is complicated by one factor that is not present in selecting employes at any other level. The foreman is the first executive as we ascend the executive ladder who is required to assume and use the authority of management in an administrative way. If you are looking for an assistant superintendent you have the advantage of being able to scrutinize the foremen staff to select a man who has shown that he can assume responsibility. However, the jobs of the operators on the bench do not require that an employe demonstrate these managerial characteristics and the factory manager can easily fall into the trap of basing his selection too largely on job skill when the job of foreman depends more on *managerial* skill.

Let's concentrate on the problem



When You Build a Bridge
Between Toe and Heel
Select from these Basic Designs

Well-fitted shanks are essential in preserving the work of stylist, last maker, and shoemaker. Much of their creative skill and craftsmanship can be lost unless the shank — strongest structural member of the shoe — fits properly and helps to maintain correct lines.

If your present shank fitting schedule leaves room for improvement in your shoemaking, you need United's shank fitting service by specialists. Judge for yourself in your own shoes the effectiveness of a properly fitted shank.
Just ask your United Man.

Vita-Tempered Steel Shanks are tough, hard, uniform. Fit like master models. Clean, ready-to-use. Preserve balanced tread.

UNITED SHOE MACHINERY CORPORATION
BOSTON, MASSACHUSETTS

VITA-TEMPERED STEEL SHANKS

of selecting foremen. Obviously they can be either developed within the company or hired from the outside. To hire all supervisors from the outside is to place a ceiling over the heads of the operators in the factory, and such a policy will undoubtedly be reflected in a loss of employe morale and perhaps failure to hold older and more experienced help. On the other hand, the consistent using of supervisors developed within a given factory can result in a type of industrial inbreeding that might prove detrimental in the long run, so that a carefully maintained balance in this important policy question is essential.

What To Look For

In an attempt to find out what policies are desirable in a prospective foreman, I have personally put to some twenty-five of our superintendents the following questions: "If you were hiring a foreman today, what are the characteristics for which you would look, and how would you measure these characteristics?" You may be interested in a composite of the answers that I received. I have reduced the list to a total of eight. They are as follows:

1. *Job Knowledge*—the ability to do and to teach the jobs in the department, not necessarily at production speed but with sufficient skill to insure good performance and command employe respect.

2. *Related Shoe Making Knowledge*—Knowledge of shoe making in its more general phases and an understanding of what goes on in other departments, particularly those preceding.

3. *Leadership*—The ability to direct the efforts of others.

4. *Intelligence* — The ability to analyze problems, to arrive at solutions,—to plan.

5. *A Suitable Personality* — combining the various characteristics of temperament including honesty, determination, initiative, reliability, etc.

6. *Social Adjustment* — implying the ability to cope with the various problems of society, home and community so that the individual will be able to effectively use the talents that he has.

7. *Health, Energy and Vigor*—in sufficient quantities to permit the foreman to work hard and retain his effectiveness over a long period of time.

8. *Unrelated experience* — that would indicate the presence of executive qualities. These experiences might include such things as education, job experience in other industries, military service, training received in any other line of endeavor be it social, business or otherwise.

I wish I could provide some magical devices for measuring these characteristics in prospective foremen, but when I proceeded with my second question to our factory superintendents, many of whom had had years of experience, the answers that I got back were commonplace and everyday. "How would you measure a foreman's job knowledge?" To that question I got the answers, "I want to see him at work"; "I want to see what he can do"; or "I'd want the word of someone whose judgment I trusted."

What was it that superintendent was telling me? Simply that he would judge the first two characteristics on the basis of personal observation or careful checking of references. We have found no way to short cut the traditional procedures in hiring executives. We use a standard executive application form and we investigate references as seems necessary in each case. We conduct a preliminary and final interview. Ordinarily our preliminary interview is conducted in St. Louis, but we are old-fashioned enough to believe that each factory superintendent should employ his own supervisory staff. Consequently applicants after screening, are referred to the factory superintendents who may hire or not hire them as they see fit.

Intelligence Test

For the past several years we have administered to all supervisory applicants a standard intelligence test. We feel that this has some value if it is properly used. We do not claim that you can pick foremen by means of a piece of paper. However, if you will think back to our list of eight characteristics you will admit that the intelligence, or planning factor, is far the most difficult to evaluate. Even such subjective characteristics as temperament and social adjustment can be evaluated with greater ease than intelligence, if an adequate check is made of the applicants background and references. Consequently the intelligence test is of some assistance in helping us to evaluate this difficult characteristic.

In the matter of up-grading production employes our experience has been no doubt much like that of most of you. Our ladder of promotion is from operator to instructor or assistant foreman. The large part of our needs are met by the people who make their way up this ladder. The qualifications of operators considered for promotion are examined in much the same way as the persons coming from the outside. We administer the same tests and conduct much the same sort of interview. We use a modified committee plan in selection, with the local factory superintendents carrying the biggest part of the burden.

We have found over a period of years however, that our assistant foremen ranks do not supply all of our foremen needs. There are several reasons for this. One is that in some departments we do not carry assistants. Another is that some departments, especially Fitting and Packing are almost one hundred percent female. The third reason is that some of our assistants' jobs are occupied by old-timers who either don't want or can't qualify for promotion, but whom we don't feel inclined to want to eliminate in the light of their long and many cases meritorious record of service.

Foremen Trainees In Reserve

We have conceived a plan which helps to fill in the gaps when foremen are needed. We maintain a small but active group of foremen trainees who are paid from our central payroll, and whose sole purpose is to prepare themselves as quickly as possible for foremanship. Their training activities are prescribed from the central office, but conducted in the local factories. The obvious reason for why their wages are not charged to the local factory is to make it possible for them to be moved about as needed without handicapping or crippling the factory's operation.

At times, during their training, they represent a burden on the factory management. At other times they more than compensate the factory for efforts expended on their behalf. We think the two just about balance up in the long run. These trainees are very carefully selected and they come almost exclusively from the ranks of our production operators. Their wages vary according to the department in which they are training. Obviously they have to receive enough to attract desirable people from production jobs, but we don't try to compete with the top earnings in high-wage departments. A great deal of emphasis is placed on the learning of production jobs and we require that each trainee submit a bi-weekly report signed by his sponsor foreman, outlining his activities during each two-week period.

(Continued on Page 35)

Superior Fill... Superb Lustre...

SUPERFIL

United's New Heel and Edge Stain

USMC announces SUPERFIL STAIN for heels and edges — a new edge finishing material in all popular shades with the finest fill and lustre ever available.

Made from a new formula and by a completely new method, SUPERFIL combines more plus advantages than other edge inks. It's easily applied by machine or hand. A high solid content leaves a well filled foundation for easy setting. Drying time is quick — coverage uniform and spread is economical. SUPERFIL provides a high style finish to all types of heels or edges.

If you haven't yet used SUPERFIL, you owe it to yourself to try this modern finish. You, like the many present users, will be pleased with the appearance of your heels and edges.

Only SUPERFIL Gives All These

- Good mileage — easy application
- Excellent fill
- Uniform color
- Fast drying
- Easy setting
- High lustre
- Flexible — durable
- Machine or hand application
- May be used one-set or two-set over regular fillers (or over a primer as a two coat — one-set operation)
- Thoroughly tested

UNITED FINISHES

PRODUCTS OF

B B CHEMICAL CO.

FINISHES FOR UPPERS BOTTOMS • HEELS • EDGES

UNITED SHOE MACHINERY CORPORATION
BOSTON, MASSACHUSETTS

Varieties Of American Sumac

By
Frederic L. Hilbert

There are three common types: dwarf sumac, containing 17-38 percent tannin; white sumac, with 15-25 percent; and staghorn, with 15-18 percent. Here is a detailed background on each.

THERE are about fifteen species of sumac to be found in various sections of the United States of America, but only a few of them have tannin-bearing leaves. Of these, the following are the most common and valuable:

1. Rhus copallina or Dwarf-sumac.
2. Rhus glabra or White-sumac.
3. Rhus typhina or Staghorn-sumac.

Dwarf Sumac

Dwarf, black or mountain sumac, of the species Rhus copallina, is a shrub of bushy growth, which forms low thickets, in sandy or dry, as well as almost sterile soil. It is peculiar in that the main stem of its compound leaves bears coriaceous or leathery wings between the leaflets, which are shiny above and pubescent beneath. The leaves, when properly dried, contain from 17 to 38 percent of tannin.

The distinguishing characteristics of the shrubs belonging to the species Rhus copallina are that the young branches and leaf stalks are covered with a fine down. Frequently the branches bear numerous small resinous glands. The leaves are from five to ten inches long and composed of from nine to ten leaflets. In some varieties, the leaflets are few in number, and in others they are small and numerous, which vary from ovate to lanceolate and pointed. The margin of the leaves is generally entire or not notched. The halves of the leaflets are usually unequal, one side extending farther down the mid-vein than the other. The petiole or footstalk between the leaflets is winged with a narrow leaf-like margin.

The panicles or fruit clusters are sessile or joined to the branches without petioles or leafstalks, and spreading. The drupes are red and not very heavy.

Dwarf-sumac is usually found as a shrub which varies in height from three to eight feet.

Smooth or White Sumac

Sumac of the species Rhus glabra is often referred to as the common sumac of the United States.

The young branches and leafstalks of smooth or white sumac are sometimes covered with a whitish bloom. The leaves are conspicuously white on the under sides and coarsely notched. In some varieties the leaves are about one inch broad and four to five inches long. However, in other species the leaves are only about one-half this size.

In Pennslyvania is found a variety of smooth or white sumac the leaves of which are deeply notched. Some of the shrubs bear only male flowers and others only female. The branches of the panicle and drupes are somewhat heavy.

Smooth or white sumac grows from three to ten feet in height. The tannin content of the dried leaves varies from 15 to 25 percent.

Staghorn Sumac

Staghorn sumac or Rhus typhina is one of the largest and most common species of North American tannin-bearing sumacs. It gets its name from the fact that its young short branches are covered with down, and in color and texture is not unlike a deer's antlers "in the velvet." As a matter of further interest, in this connection, it is not till the foliage has disappeared and the forked branches are displayed in all their nakedness that it appears how the name "staghorn" originated.

The tree was cultivated in England for ornamental purposes and was called the American Indian tree. The range of the staghorn sumac is from Southern Canada to Georgia and Mississippi. It is often described as an attractive flat-topped tree growing thirty to thirty-five feet high, and bearing fernlike leaves, with small, greenish flowers, and tiny red berries. In the autumn, the foliage is a wonderful combination of flaming scarlet, orange and purple; however, during the summer, the leaves are velvety, dark green above and pale beneath. The fruit clusters and leafstalks are extremely hairy.

The leaves of the staghorn sumac are sometimes a foot in length and six inches in breadth. The leafstalks are made up of from five to twelve pairs of leaflets, which are oblong-lanceolate, long pointed, and conspicuously toothed on the margin.

Staghorn sumac is usually a shrub eight or ten feet high, but sometimes attains a height of twenty to thirty feet. The wood is of an orange color.

The tannin content of the dried leaves varies from 15 to 18 percent.

Sicilian Sumac

Sicilian or European sumac of the species Rhus coriaria, because its leaves are coarsely toothed, is sometimes called "elm leafed" sumac.

The young branches and leafstalks are rough-hairy. The leaves consist of from eleven to fifteen leaflets, which are oblong or elliptical, one to two inches long and obtuse. The upper surface is rather rough with short hairs; the lower surface also, at least on the nerves. The color of the leaves is a light or grayish green. The flower panicles are more open than the American species.

In size, Rhus coriaria corresponds somewhat with Rhus typhina in that it is a bush and, when allowed to grow wild, it becomes a young tree. One writer, referring to the scarcity of trees on the Island of Sicily, stated: "And in the whole island never a tree save a score of sumacs as high as your knees."

The tannin content of the dried leaves of Sicilian sumac varies from 25 to 32 percent.

Smoke-Tree or Venetian Sumac

The smoke-tree or Venetian sumac of the species Rhus cotinus is an arborescent shrub, which is indigenous to southern Europe. It usually grows to a height of six to ten feet.

It has been claimed by some botanists that the species Rhus cotinus belongs in a separate genus. However, the smoke-tree or Venetian sumac is tall and shapely. It is much branched and has oval leaves. Furthermore, it has large loose panicles of greenish, polygamous fine-parted flowers. These are chiefly abortive, and the long pedicles become very feathery in fruit, and seem to smother the plants as by smoke, with their soft masses, which are pale green or reddish in hue. Other names for the smoke-tree are mist-tree and smoke-plant.

The soft orange-colored wood yields a valuable coloring matter known as young fustic. In Italy the whole tree is used for tanning.

Rhus cotinus is usually a spreading shrub about fifteen feet high. It is widely planted for its feathery flower clusters and attractive foliage.

A similar species to Rhus cotinus known as Rhus cotinoides is found growing wild in Kentucky, Missouri, Alabama and Texas. It is often called the American smoke-tree. It often attains a height of forty feet. The dried leaves contain about 21 percent of tannin.

Dwarf-sumac is by far the most common species of American sumac and, as shown by the data in the following table, is the most valuable in regard to tannin content.

PRINCIPAL SPECIES OF AMERICAN SUMAC

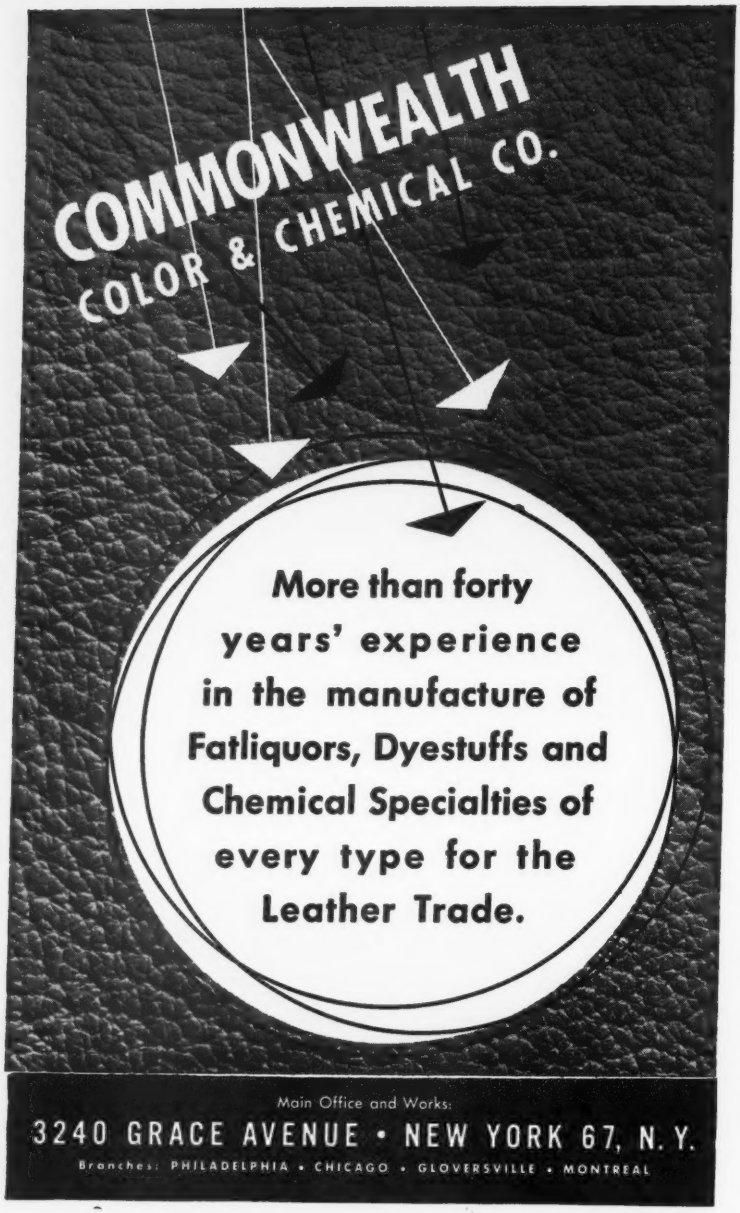
Species	Common Name	Tannin Content Range	Avg.
Rhus copallina	Dwarf-sumac	17-38	27.5
Rhus glabra	White-sumac	15-25	20.0
Rhus typhina	Staghorn-sumac	15-18	16.5

Black or White

American sumac is classified by the gatherers either as "black" or "white." "Black" sumac refers to dwarf sumac (Rhus copallina), and "white" sumac refers to Rhus glabra. In some sections of eastern Virginia only the dwarf sumac is collected,

ARTHUR C. TRASK AND SONS
Exclusive Distributors
PURE
CHESTNUT EXTRACTS
LIQUID OR POWDER
MANUFACTURED BY THE . . .
CHAMPION PAPER AND FIBRE CO.
(CANTON DIVISION)
CANTON, NO. CAROLINA
SOLE MANUFACTURERS
BLUDTAN
TM Reg. U.S. Pat. off.
BLOOD DECOLORIZED CHESTNUT EXTRACT
ARTHUR C. TRASK & SONS
4103 S. LA SALLE ST.
CHICAGO 9, ILL.
ARTHUR C. TRASK & SONS CORP.
41 TREMONT ST.
BOSTON

WHITTEMORE-WRIGHT CO., Inc.
ESTABLISHED 1908
Compounders and Sulphonators of Oil for Tanners and Leather Finish Manufacturers
Tel. CHA. 1180
62 Alford St. Charlestown District Boston, Mass.


COMMONWEALTH
COLOR & CHEMICAL CO.
More than forty years' experience in the manufacture of Fatliquors, Dyestuffs and Chemical Specialties of every type for the Leather Trade.
Main Office and Works:
3240 GRACE AVENUE • NEW YORK 67, N. Y.
Branches: PHILADELPHIA • CHICAGO • GLOVERSVILLE • MONTREAL

Advertise Effectively and Economically through
LEATHER and SHOES
First in Readership
First in Editorial Performance
First in Circulation
First in Advertising

while in others, such as the western part of Virginia and in West Virginia, Maryland and Pennsylvania, both dwarf and white sumac are gathered.

In eastern Virginia the dwarf sumac only is accepted. As a matter of fact, all contracts with gatherers specify that the sumac shall be of the dwarf species only. The reason given in eastern Virginia for not accepting the white species is that it contains a much larger proportion of pithy, milky stalks, and contains less tannin.

Extract makers are opposed to the early gathering of sumac, even though the leaves appear to be mature. The leaves gathered in May and June are light weight, and do not yield as much tannin as those gathered in July, August and September. Gathering may be continued until frost.

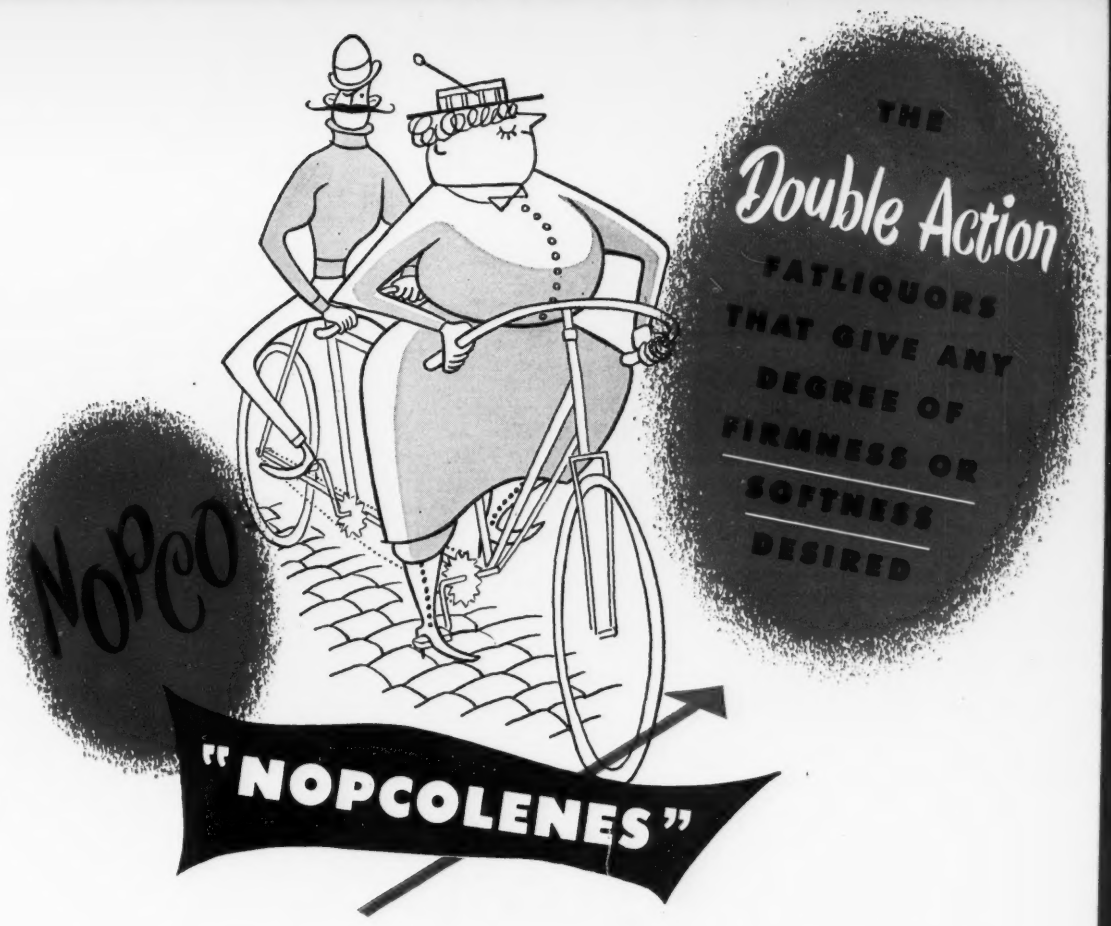
Sumac Plentiful

Although sumac is very plentiful, especially in the eastern part of the United States, it rarely covers thickly an area of any great extent. It grows scattered in patches along old fence rows, and on cut-over or burned-over woodland.

The general practice followed in gathering sumac, in Virginia, is to break or cut the new growth stalk just below the lowest leaf stem. The sumac is allowed to wilt in the sun for a few hours or a day, and then brought to a barn, where it is spread on the floor in a layer from one to three feet in depth, or on racks which permit the circulation of air underneath. The sumac is turned over once or twice each day for about a week to assist the drying and to prevent molding. A better color is obtained if the sumac is not allowed to wilt in the sun. Gatherers must be careful to break the stalk close to the lowest leafstem, and not to gather the long stalk bare of leaves. Dealers and extract makers insist that the sumac shall not contain more than 25 percent of stalks.

It has been estimated that green sumac loses from 50 to 60 percent in weight during curing. A further loss in weight takes place during the time the leaves are ready for the market. This varies from five to fifteen percent, thus making the total loss from the original green weight of from 60 to 75 percent.

Sumac received by the dealers from the farmers usually comes in bags, or is handled loose in wagon-loads. However, dealers prefer to have the sumac delivered in bags containing about 40 pounds.



Nopcolenes* result from the reaction between cationic-nonionic bases and selected raw oils—a unique process, whereby none of the beneficial effects of raw oils for leather are lost. By using Nopcolenes, you can obtain leather with varying degrees of surface feel, temper, hand, break and stretch; and by mixing two or more Nopcolenes, you can take advantage of the outstanding characteristics of each to produce leather suitable for *any* particular purpose.

And Nopcolenes do double duty: They give excellent surface lubrication plus ready, but easily-controlled, penetration. Thus they make it possible for you to obtain the *fulling properties of a soap-oil fatliquor* while enjoying the *ease of handling of a sulfated oil.*

In addition, Nopcolenes are *moisture-free, readily soluble* (mixing instantly with water), and *always uniform.*

Profit by writing today for full information about Nopcolenes—the modern fatliquors that do an over-all job and set a new high standard in efficiency. Working instructions are yours for the asking.

Nopco Oils make good leather better

NOPCO TRADEMARK EVOLVED THRU RESEARCH

NOPCO CHEMICAL COMPANY, Harrison, N. J.

Formerly National Oil Products Company

Branches: Boston • Chicago • Cedartown, Ga. • Richmond, Cal.

*Nopcolene is a Registered Trade Mark of Nopco Chemical Company

New Developments

New Wear Tester

A new and vastly improved apparatus for highly accurate testing of leather, fabrics, rubber and other materials used in the shoe industry and furnished by the leather and other industries, is known as the Taber Abraser, Model 140. It is designed for testing abrasion resistance to solid materials and coated surfaces. Because of its revolutionary features it is one of the best devices of its kind ever to be introduced to the industry.

It incorporates the Taber rotary rub-wear action of dual abrading wheels crisscrossing their abrasion path. The right wheel rubs the specimen from the center outward and the left wheel rubs the specimen from the outside in toward the center so the abrasion lines cross each other like the letter "X." The action is continuous throughout the 360° rotation of the specimen and closely parallels abrasive wear encountered in actual use. This abrading action has proven outstanding for accurate determination of the effect of wear on new materials.

Acceptance of the Taber Abraser test as a standard test includes the principal industries in the automotive, chemical, textile, paint and other industrial fields, both in the United States and foreign countries.

A variety of holders for different kinds of specimens has been developed, such as the rimmed specimen holder that can be partially filled with liquid sufficient to wet the specimen or completely cover it while undergoing abrasion test. A test such as this reveals important facts regarding the wear life of materials subject to abrasion under both wet and dry conditions.

A unique multiple specimen holder is available for testing eight samples simultaneously of light fabric. The eight specimens are arranged in the form of a circle and are abrased all at one time and under identical conditions, giving a direct comparison of resistance to wear.

In general, the abrading wheel should be selected to correspond as closely as possible with the type of service which the specimen will be subjected to in actual use, and a selection of 10 kinds are available.

Both qualitative and quantitative wear results are obtainable. For example, in judging the *quality* of material from the standpoint of abrasion resistance, a Wear Factor is calculated which represents the loss in weight per 1000 cycles under a specified set of test conditions.

Quantitative or total wear of a specimen surface is indicated by the counter reading from the start of the test to the first sign of penetration. Both methods give a numerical result which is directly comparable for different samples. Where a decorative pattern is embossed or applied underneath a protective coating the test is usually run to the end point where the appearance becomes objectionable.

Source: Taber Instrument Corp., 111-LS Goundry Street, North Tonawanda, New York.

Production Performance Checker

The Chronolog is a patented, electrically operated unit which produces a written record of machine productivity and idle time, and a count of the work actually produced—showing when, how long and for what cause the idle time has occurred. It performs a valuable service as a "mechanical secretary," eliminates alibis and guesswork. Being entirely impersonal, the Chronolog System is reported to be welcomed by operators, labor union officials, supervisors and management alike, thus being an asset to labor relations.

The manufacturers claim that with use of the Chronolog System of production control, productivity increases from 10 to 25 percent, according to past records. It enables more accurate establishment of time-study standards and methods, provides data for process, job and order costs, gives data for hourly or piece work payroll plans. It also gives a record of productive machine time to determine machine loads, reason for delay, manpower requirements—enabling management to organize proper flow of materials and parts.

All of these data are recorded on a simple chart extracted from the device.

Source: The National Acme Company, Cleveland 8, Ohio.

Non-Melting Lubricant

Plastilube, a new all-purpose lubricant which has no melting point, is a recent development. Lubrication engineers have always defined grease as a product obtained when oils are thickened by the addition of metallic soaps of fatty acids. Plastilube contains none of the latter ingredients.

In addition to the non-melting feature, Plastilube possesses greater adhesive qualities, excellent pumpability

IMPORTERS and MANUFACTURERS
Tanners Extracts
QUEBRACHO
LIQUID · POWDER
WATTLE · CHESTNUT · SUMAC
Estab. 1887
STANDARD DYEWOOD COMPANY, INC.
40 LOCUST STREET • MEDFORD • MASS.

Jacques Wolf Chemicals
PRODUCE HIGH GRADE LEATHER

SYNEKTAN O-230
A liquid syntan producing a white tanned leather with results equal to natural extract tannage.
SYNEKTAN NCRP
In combination tannage; or in dyebath for chrome stock for better grain.
SYNEKTAN NPP
For white leather; and in dyeing pastel shades with good weight to leather.
TANASOL NCO (Beads or Powder)
TANASOL D (Liquid)
With extract, for lower costs and good color
TANASOL PW (Beads or Powder)
Bleaching chrome stock; also on chrome stock for level dyeing and pastel shades.
EMULSIFIERS AND DETERGENTS
For good degreasing.

WOLF BRAND CHEMICAL SPECIALTIES
JACQUES WOLF & CO. Chemicals PASSAIC, N. J.
Samples and information upon request.
Passaic, N. J.
Carlstadt, N. J.
Los Angeles, Cal.

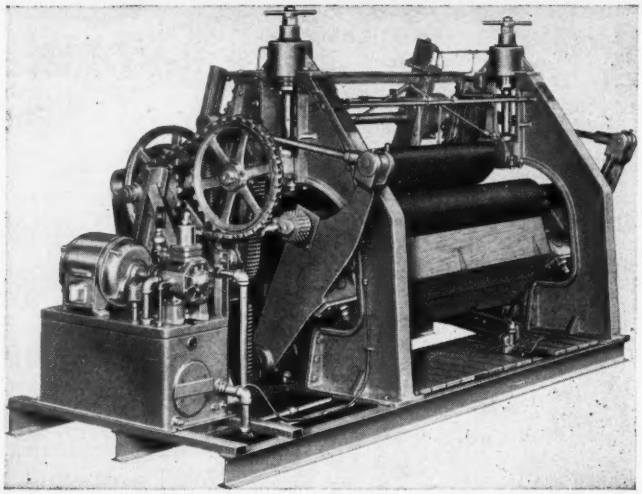
DYEWOOD AND TANNING EXTRACTS
SUMAC • QUEBRACHO • GAMBIER
FUSTIC • MYRABOLAM • HYPERNIC
HEMATINE • WATTLE • TANNIC ACID
YOUNG EXTRACTS HAVE BEEN SERVING THE INDUSTRY FOR MORE THAN 80 YEARS
the J. S. YOUNG CO.
2701 BOSTON ST., BALTIMORE 24, MD.
PHILADELPHIA, PA. • CHICAGO, ILL.
PATERSON, N. J. • BOSTON, MASS.

NONE BETTER AVAILABLE THAN

Stehling

TANNING MACHINERY

☆ LEADING THE FIELD ☆



STEHLING'S ALL HYDRAULIC COMBINATION WRINGING MACHINE

More pressure available with Stehling's New All Hydraulic Wringer. Pressure springs replaced with hydraulic pistons which exert a uniform load on pressure rolls—up to 23,000 lbs. During the closing operation no pressure is applied on these pistons and, therefore, the lower roll as it comes in contact with the upper roll does not have to overcome the pressure which formerly had been exerted continuously by the springs—thus saving on felt sleeve costs.

CHAS. H. STEHLING CO.

1303 NORTH FOURTH ST., MILWAUKEE 12, WIS.

GEORGE FROMER CO., EASTERN SALES DIVISION, PEABODY, MASS.

Export by International Division of:
ALBERT TROSTEL & SONS CO., MILWAUKEE, WIS.

at low temperatures and does not break down during working, according to the manufacturers. Because Plastilube does not break down or melt away, it has a longer service life, and that affords economy in use.

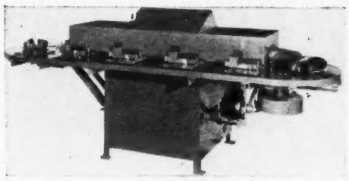
Plastilube is adaptable for virtually every industrial use, say the manufacturers.

Source: Warren Refining & Chemical Company, 750 Prospect Avenue, Cleveland 15, Ohio.

"Maxiservice" Plan

A new x-ray service plan that may help the shoe and leather industry to cut costs, perform research and control product quality, without investing in equipment, has been introduced.

For the first time in the x-ray manufacturing business, industry is offered not merely an x-ray apparatus, but a "packaged" x-ray service, complete with equipment, maintenance, repair parts, tubes and instruction—all covered by one monthly charge.



Machine used to convey shoes through the fluoroscope at Endicott-Johnson Co., Endicott, N. Y., to inspect shoes for presence of nails after stitching.

The manufacturers point out that the plan follows a "trend in the industrial field toward service-and-rental systems designed to help industry obtain cost-reduction benefits without investment in capital goods.

The plan is known as "Maxiservice" because "it provides the customer with maximum service."

Manufacturers have found that x-ray fluoroscopy controls and improves the quality of their products by detecting hidden faults and thus assuring continued customer good will and acceptance.

The chief limitation hitherto has been the necessity for the initial investment in equipment, plus such factors as tubes, parts, maintenance, depreciation, obsolescence risk, etc.

Under Maxiservice the one monthly charge covers everything in one package—rental of the equipment, instruction in its use, maintenance service, replacement parts, tubes, property taxes and interest costs all

SOLID LIQUID POWDERED

QUEBRACHO

BUENOS AIRES ARGENTINA

CARLOS CASADO LTDA.
PUERTO CASADO, PARAGUAY

ASUNCION PARAGUAY

The First Quebracho Extract Plant in the World

TANIMEX CORPORATION

39 Broadway BOwling Green 9-0920 New York 6, N. Y.

MARDOL
SULPHONATED OILS and FAT LIQUORS
QUALITY AND UNIFORMITY
MARDEN-WILD CORP.
500 Columbia St., Somerville, Mass.
MARDEN-WILD of CANADA, LTD. HALIFAX, N. S.

Pioneers in the application of scientific methods to the art of tanning

TANOLIN ®: ALBAOIL ®, ALBATAN ®, ALKOLENE ®
CHROMOL ®, EMULSOL ®, KROMOID ®
ACIDOLENE ®: LEXOL ®, NEETOL ®, NEUTROLENE ®

THE MARTIN DENNIS COMPANY
Division of Diamond Alkali Company
859 SUMMER AVENUE NEWARK, NEW JERSEY

ESTABLISHED 1870

WRINGER FELTS

For long life and best all-round results specify KENWOOD WRINGER FELTS for your: Stehling Continuous Feed Leather Wringing Machine
Stehling Combination Putting Out and Leather Wringer • Quirin Wringer

F. C. HUYCK & SONS • KENWOOD MILLS • RENSSELAER, N. Y.

KENWOOD WOOL PRODUCTS

QUALITY SINCE 1887

You can depend on

ATLAS Guaranteed OILS

Since 1887, ATLAS has served the tanning industry with oils of proven quality and uniformity.

Each ATLAS product is made to definite specifications and is handled from its crude form to insure the ATLAS Standard of Quality.

Neatsfoot Oils
Sulphonated Cod Oils
Sulphonated Neatsfoot Oils
Split Oils
Moellons
and many
Specialty Products

ATLAS REFINERY, Inc.
142 LOCKWOOD ST., NEWARK, N. J.

Come to ATLAS with your production problems.

HYDRODITE

Leather Finishes

Quality leather finish is one of the prime ingredients that contributes to the art of making fine leather.

Many years of experience together with uniformly high standards of production have helped to give HYDRODITE its respected position in the leather industry.

The producers of HYDRODITE invite you to make use of their research laboratory and technical staff.

BRANCHES: Drexel Bldg., Philadelphia; Union, N. J.; Salem, Mass.

A. J. & J. O. PILAR

Leather Finish Specialists

CHAPEL ST. & LISTER AVE., NEWARK, N. J.

Brazilian Leathers

Ask

Schlossinger & Cia. Ltda.

Caixa Postal 917

Sao Paulo, Brazil

TABER PUMPS

● Have been meeting the special requirements of the Tannery since 1859 . . Write for Bulletin TP-629.

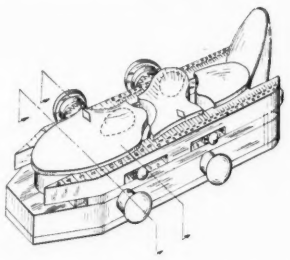
TABER PUMP CO
(Est. 1859)
300 Elm Street Buffalo, N. Y.

without investment. The monthly payment is chargeable against operating expenses. It eliminates the problem of depreciation entirely.

Source: General Electric X-Ray Corporation, 4855 Electric Avenue, Milwaukee 14, Wisconsin.

Foot Measurer

This foot measurer simplifies much former guess work. The heel part shaped like a portion of a counter forms the back part. This back part is fixed, non-adjustable. It is the point from which the adjusting parts may be used accurately.



The middle section may be adjusted lengthwise and heightwise. For the heightwise action and control, an elevating ratchet device is used. A rack assembly is employed for the lengthwise movement. Both these motions are manually controlled through the turning of the knobs illustrated.

With the foregoing adjustments, one may place this shank portion to correspond exactly with that of the foot to be measured. Yet it is the arch support feature that seems so important here. Actually this may be called a support to determine how high and where in the shoe this longitudinal arch support should be placed. This arch measuring feature does not determine the kind of arch support but merely where the foot needs support for correct balance.

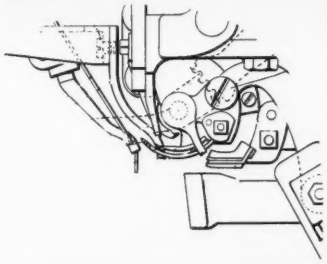
Combination Welter And Inseam Trimmer

This bit of Model K welter illustrated shows how a welting machine may be fitted for the additional operation of inseam trimming, thus making a machine that performs the two operations at one time.

This Eppler type of Welting machine has its awl motion removed to permit the addition of the new fittings shown suspended from a bracket jutting inwardly from nose of the machine.

The cutting knife is shown fitted to a kind of clamping arrangement, in turn a part of the needle segment. The trimming knife is of shorter

radius than the needle, proving that the knife does no go far if any beyond the point necessary to cut the upper material.



Important is the anvil affixed to the depth gauge of the shoe that is a part of the new motion. This anvil resembles an abutting service to oppose the bevelled cut of the cutting knife. To cut through upper stock, there has to be some backing to meet the knife cut to insure perfect cleavage.

The bottom gauge determines how deep the knife shall go so as not to cut into the seam but give a neat job as closely as possible to the seam so that not too much bottom filler will be later needed.

Source: Pat. No. 2,489,641; United Shoe Machy. Corp., Boston.

Selection and Training

(*Continued from Page 24*)

We have attempted to keep this a low pressure rather than a high pressure program. The length of time that a trainee remains in this status varies from a few weeks up to two or three years. The veteran operator who has done all of the production jobs of a department may be a trainee for 90 days while he acquaints himself with the management procedures, while in the fitting room, we may start a likely looking prospect as an apprentice machinist and leave him in the program several years. Our trainee group contains at the present time approximately one trainee for each ten active foremen.

Training Program

Today a great deal is heard about in-service training for foremen, yet the actual need for such a program is not always easy to describe—certainly not to the veteran foreman. There is an equation sometimes used that says, "The requirements of a job minus the ability of the job occupant equals the training needs." Certainly there is no denying the fact that at the present time the job of the foreman is becoming more and more a many-sided job and a company has certainly not taken full advantage of

SOLID
STANDARD BRANDS

LIQUID
SM
SMS

POWDERED
"PUREX"
SMS

QUEBRACHO EXTRACTS

THE
RIVER PLATE
IMPORT AND EXPORT CORPORATION

CHRYSLER BLDG., 405 LEXINGTON AVE., NEW YORK 17, N.Y.

Why Buy Imperfect Plates?

STANDARD GUARANTEES THE MOST PERFECT PLATES MADE, VARYING NOT MORE THAN 1 THOUSANDTH OF AN INCH ON BOTH SIDES, AT PRICES NO HIGHER THAN IMPERFECT PLATES.

STANDARD EMBOSSING PLATE MFG. CO.
Since 1888
Manufacturers of
SOLID STEEL ENGRAVED PLATES
ELECTROTYPE EMBOSSING PLATES
SMOOTH PLATES
ALL SUPPLIES FOR BUILDING BEDS
129-131 PULASKI STREET NEWARK 5, N. J.

BEWARE OF SUBSTITUTES FOR
TACCO
SOLUBLE CLAY
THERE IS ONLY ONE "TACCO"
THE AMERICAN COLOR & CHEMICAL CO.
Sole Distributors to the Leather Industry
172-176 Purchase Street
Tel. Liberty 0517 Boston, Mass.

Paul Gallagher & Co., Inc.
DEALERS IN
DOMESTIC & FOREIGN
Pickled Sheep Skins
PEABODY, MASS.

its potential if it fails to motivate its foremen so that they will recognize the need for their continued growth in their jobs.

Looking at the above definition of training needs, it is obvious that foreman training must be all things to all people. What is one man's strength will be another man's weakness. Training must take a foreman from whatever level of effectiveness he happens to occupy to a position where he can satisfactorily perform all aspects of his job.

Training is simply accelerated learning. There used to be a tendency in industry for the old-timers to feel "I got it the hard way and these young punks can get it the same way I did," but modern factory management takes the attitude rather that the shorter the learning time the quicker the learner will reach effectiveness.

The techniques of conducting supervisory training are many and varied. They can be divided into two groups, roughly, the formal and the informal. Informal training is the casual, man-to-man sort of thing such as always takes place between superintendent and foreman, between older foremen and younger foremen, between two men where one is able to help and instruct the other. A formal training program, on the other hand, represents an organized effort to prepare foremen to better solve particular kind of problems.

Among the kinds of training devices that are in common use today are: training conferences, ordinarily used for problems involving attitudes; plant publications outlining matters of information or policy; outside publications and reading materials purchased for foremen; group meetings of the lecture type, where some member of management or some qualified outsider provides specific information; tours of inspection through other plants; motion pictures or sound slides dealing with management subjects, etc. It must be recognized that these in themselves are not programs, rather they are devices or techniques that have a useful place in an over-all program.

Motivation

Without question the most important single factor in any foreman training program is motivation. The most perfectly conceived, prepared and executed program will be ineffective if the foremen themselves fail to recognize the fact that the training will be beneficial to them. We have two kinds of motivation in common use. The one is the so-called "big-stick motivation" wherein top management prescribes training and foremen take it like a dose of medicine. I don't intend to imply here that this is always bad. As a matter of fact, foremen in many instances are particularly anxious to take part in anything that is designated as important by top management, and if there is assurance that the "boss" is behind a program this can go a long way towards assuring motivation.

The sounder type, however, is that which in a preliminary experience enables foremen to see that there are areas where they can improve their own ability and thus increase the likelihood of their advancement. Properly motivated, foremen reach a point where they literally ask for activities which will help them to improve. For instance, if cost is an item that has a foreman constantly in hot water, it is not hard to convince him that he should participate in any effort that will help him better to control cost.

Weakness In Human Relations

In our own case we are, like all of you, confronted with "What kind of training shall we do?" and "In what order shall we approach the various training problems?" Since in most instances our supervisors have been selected because of technical background, it has been the feeling of management that our foremen show their greatest weakness in the area of human relations, and in a lack of the kind of managerial growth that enables executives to assume responsibility. Consequently our training efforts during the past couple of years have been concentrated on these two problems.

We have presented to our foremen staff a conference program dealing with the subject of human relations as it applies to factory supervision. A second major effort has been designed to assist in helping foremen to identify themselves with management. Among the techniques used in this latter attempt have been in the holding of periodic dinner meetings for foremen of each factory featuring a discussion period when some special phase of the factory's problems is considered, frequently in the presence of department heads brought out for the occasion. We hold annually a series of large dinner meetings when a specially prepared program is presented and the manufacturing heads give an annual "state of the nation" report giving results accomplished and problems anticipated.

For the most recent series of such meetings the Manufacturing Division of the company prepared a fifty-minute sound, color motion picture showing the shoe manufacturing process from artist to retail salesman. Particular emphasis was placed on the phases of the operations that were less familiar to foremen. Phases such as pattern making, last making, examination of trials, sales meetings, etc. We prepare and distribute monthly a news letter which is actually designed more to systematically present information about the different units of the company than it is to keep up on things that might be more commonly considered as news. We have placed in the hands of each of our foremen an information service that was purchased from the outside. This service was selected because we feel that it is the best currently available from the standpoint of helping to develop a management consciousness.

There is a temptation for the persons responsible for carrying out an activity such as foreman training to attempt to justify their activities on the basis of dollars and cents. Obviously when an entire company is working to improve its techniques and increase its efficiency no single unit can take the credit for all of the improvements, and it is in most cases difficult to determine just how such credit should be distributed.

Training Essential

Training is and must be considered a normal part of operations. The proper training of employes is as much the factory manager's responsibility as is the proper layout of machinery or proper scheduling of the sequence of manufacturing operations. It is not a fifth wheel, nor should any aspiring supervisor of training attempt to create for himself a separate empire. It is all too easy to permit a situation to develop where the various people in an organization are so busy scurrying about for status that they overlook the fundamental fact that they are all working toward the same goals.

Certainly all training in the factory is the responsibility of the factory manager. The training specialist merely provides for that manager a service. It is service that should be evaluated in exactly the same manner as are other services. But in the final analysis the impetus that will cause a successful program in the selection and training of foremen to function must come from the same person who makes the rest of the wheels go around.

Leather MARKETS

Market continues firm, fairly active. Price advances of past two weeks hold as buying slows a bit. Calf and sheep do best volume with sides moving at steady prices.

Sole Leathers

Boston sole leather tanners report market still firm, not as active as in recent weeks. Shoe business is slow and what sales are made are generally concentrated in lower price lines. Volume sales of men's soles find larger shoe manufacturers paying 47-48c for 10 iron and up, about 50c for 9-10 iron. On quotations, tanners generally ask up to 66c for light bends, up to 58c for mediums, and up to 50c for heavy bends. Some tanners ask a cent or two more but few if any sales are reported at these levels.

Light Bends: 64-66c
Medium Bends: 52-58c
Heavy Bends: 45-50c

Philadelphia sole leather tanners say the picture is just about the same as it was last week. There is some business in repair and factory leathers but not enough to consider the situation a good one. Prices unchanged. Heads and bellies are short —they go well at prices that have been quoted for the past several weeks, when there are any on hand.

Sole Leather Offal

A quiet week in Boston, say sole leather offal dealers. Prices in this market continue to show a slight uneasiness with no particular way of defining the price trend. For example, bellies are not moving too well and prices are somewhat soft, yet most tanners are sold well ahead. Steer bellies find some sales at 37-40c and cows move up to 42. One or two sales reported at a cent above this but these are exceptions. Single shoulders steady, double roughs a bit slower. Heads and shanks unchanged.

Bellies: Steers: 37-40c; Cows 39-42c
Single shoulders, heads on: Light, 46-51c; Heavy, 40-43c
Double rough shoulders: 64-68c
Heads: 20-24c
Fore Shanks: 30-32c
Hind Shanks: 33-35c

Calf Leathers

Calf market firm and active in Boston. Both men's and women's weights smooth leathers continue to find good demand from shoe manufacturers. Heavy leather limited in supply, not enough to meet demand. Volume sales made at 85c and up although a good deal of leather moves below this. Women's weights move just a bit slower although tanners find few complaints here. Quality grades move in volume at 70-80c with a good deal moving at 65c and down. With rawstock situation as firm as it is, there is little prospect of easier prices for

LEATHER: ITS PRICE AND TREND

KIND OF LEATHER	THIS WEEK	MONTH AGO	YEAR AGO	1949 HIGH
CALF (Men's HM)	93-1.08	93-1.09	95-1.15	95-1.15
CALF (Women's)	80-1.02	80-1.02	80-1.02	90-1.10
CALF SUEDE	1.10-1.20	1.10-1.20	1.00-1.20	1.05-1.30
KID (Black Glazed)	70-1.00	70-1.00	50-75	70-1.00
KID SUEDE	70-88	70-88	50-75	70-90
PATENT (Extreme)	48-56	48-56	48-56	56-66
SHEEP (Russet Linings)	18-23	18-23	18-22	19-23
KIPS (Corrected)	57-61	57-61	52-56	57-61
EXTREMES (Corrected)	45-53	45-53	43-49	48-53
WORK ELK (Corrected)	44-54	44-54	44-48	52-56
SOLE (Light Bends)	64-66	64-66	61-63	68-72
BELLIES	37-42	37-44	32-35	44-48
SHOULDERS (Dble. Rgh.)	58-68	58-68	49-53	64-72
SPLITS (Lt. Suede)	36-41	36-41	36-42	39-44
SPLITS (Finished Linings)	20-23	20-23	20-23	22-24
SPLITS (Gussets)	17-20	17-20	18-19	19-20
WELTING (1/2 x 1/8)	8 3/4-9	8 3/4-9	7 3/4-8	9 1/2-10
LIGHT NATIVE COWS	23 1/2-25 1/2	23-24 1/2	24 1/2-26	29 1/2

All prices quoted are the range on best selection of standard tannages using quality rawstock.

THE OHIO LEATHER CO.

Calfcolors

BLACK JETTA CALF
WASHETTE
White and Colors

OHIO LEATHER CORP. Boston
87 South St.
THE OHIO LEATHER CO., INC. New York City
2 Park Ave.
ARTHUR S. PATTON LEATHER CO. St. Louis
1602 Locust St.
LIEBMAN-CUMMING San Francisco
718 Mission St. (Pacific Coast and Orient)
EDGAR A. HERTZ
One Chesterfield St., London W.1, England
Mayfair, (Export Director)

Tannery and General Offices
GIRARD, OHIO

SPLITS
SOLE-GUSSET and SUEDE LININGS

GLOVE LEATHERS
HORSEHIDES
COWHIDES
SHANKS
BELLIES
DEERSKINS
MOCCASIN COWHIDE

Specialists IN SPLITS
A.L. GEBHARDT CO. MILWAUKEE WISCONSIN

A. L. GEBHARDT CO.
416 N. Water St., Milwaukee 1, Wis.
Phone: Daly 8-6019

GEBHARDT-VOGEL TANNING CO.
706 W. OREGON, MILWAUKEE

CLICKER DIES

Cutting, Perforating and Marking Machines and Dies

•

Ribbon Type Stitch Marking Machines

Write for Full Particulars

If it's new . . . it's WESTERN

WESTERN SUPPLIES CO.

Manufacturers

SHOE MACHINERY AND CUTTING DIES

2920 CASS AVENUE ST. LOUIS 6, MISSOURI

YOU get the BEST when you rely upon BARBOUR for your complete Welting requirements

BARBOUR Stormwelt IN A WIDE RANGE OF DESIGNS

. . . . Notched • Scored • Reverse • Pre-stitched Reverse

Rugged-Edge • Stout-Edge • Diamond • Doubledeck

Custom Doubledeck • Dresswelt

★ GOODYEAR WELTING in all colors and Snowflake

★ WELTINGS FOR EVERY WELT PROCESS

Silhouwelt • Littleway • McKay • Gridlox

Stitchdown—Beadwelt • Notched Beadwelt

World's Largest Manufacturers of Welting

BARBOUR WELTING COMPANY

Brockton 66, Mass.

A COMPLETE BINDING SERVICE

"The Rotary Way" combines the use of "Rotary" full and semi-coated French Cord Binding with the "Rotary" French Cord Turning machine. Our exclusive coatings, when used with our equipment are guaranteed not to clog machines.

THE Rotary WAY

Rotary MACHINE CO., INC., LYNN, MASS.

1408 LOCUST ST., ST. LOUIS, MO.

some time. Suede calf shows pick-up this week. Some tanners say it is in for big season again. A few prefer to wait until sales really roll. Better sales made between 80-95c.

Men's weights: B 93-1.08; C 88-1.03; D 78-97; X 73-87; XX 69c.

Women's weights: B 89-1.02; C 83-93; D 76-88; X 66-82; XX 51-66c.

Suede: 1.10-1.20; 1.03-1.10; 90-93c.

Kid Leathers

Kid leather tanners in Philadelphia say business has slowed down this past week. For no apparent reason, fall orders have dropped. Some suede sold in black in medium to top price ranges. No color sold particularly well. Some business in glazed, mainly in black with no price changes quoted.

Lining sales have dropped since, in the cheaper shoes, sheep is a keen competitor and not too much of the expensive lining is selling. List prices unchanged. Slipper doing fairly well considering the season. It is too early for the heavy volume of business for the slipper manufacturers. Many tanners have orders on their books for slipper weight leather suitable for cowboy boot manufacturers and are finding it difficult to obtain skins of correct size. Slipper prices unchanged. Nothing new reported in crushed or satin mats.

The rawskin situation has not improved. The situation in Brazil is considered intolerable since the government has upped the prices and the skins have deteriorated to a degree that tanners who have offices in Brazil are doing practically no buying there. Tanners feel speculators have the best skins and are selling them to Brazilians. Nigerian skins are too high priced but tanners are buying some African skins. Pakistan offers skins of fair quality which have come down a bit in price.

However, it is a constant struggle to keep the quality of finished leather normal. Tanners are forced to keep their prices at least up to the present level because the finished leather costs them so much more than it previously had—in high cost plus poor quality of rawskins and increased labor costs.

Suede: 35c-93c
Linings: 26c-50c
Slipper: 30c-63c
Glazed: 30c-$1.05; $1.10
Satins: 50c-$1.15
Crushed: 30c-75c

Sheep Leathers

A generally good market in Boston. Sheepskin tanners sales continue well above last year. Tanners find when demand slows from one type of manufacturer, another type begins to buy actively. As a result, sales of russet linings are constant, prices firm. Some tanners ask 1c above recent quotations but no sales reported at these levels. Specialty business on russet linings slows this week but good orders come in from boot and shoe manufacturers. Even women's shoe manufacturers are active here. Shoe linings find sales at 13½-18c,

boot linings bring up to 23c but volume is done at 21c and down. Colored vegetable slow, hat sweat very quiet. Chrome linings only fair with better sales made at 24c. Garments inactive.

Russet linings: 23, 21, 19, 17, 13, 11c
Colored vegetable linings: 22, 20, 18, 16, 14c
Hat sweat: 26, 24, 22, 20c
Chrome linings: 26, 24, 22c
Garment grains: 26, 24, 22, 20c
Garment suede: 27, 25, 23, 21c

Side Leathers

Boston side leather market continues to show improvement over past months as rising hide market allows tanners to keep prices firm. Despite strong prices, demand remains better with shoe manufacturers sampling and buying actively. Good interest especially in lighter weight aniline types. Heavy leathers not as active. Good interest in regular finish sides with better sales made in corrected kips and extremes. Work elk fair.

Heavy Aniline Extremes: B 53-56; C 51-54; 45-47c
Corrected Kips: B 53-61; C 51-59; D 49-57, X 43-50c
Corrected Extremes: 45-53; 43-49; 41-47; 38-44c
Corrected Large: 40-45; 38-42; 36-40; 33-37c
Work Elk: 44-54; 42-46; 40-44; 38-42c

Splits

Better interest in split suedes this week, according to Boston tanners. Heavy suede still the most active; light suede does better. Prices remain unchanged although tanners find it easier to sell at firm levels. Linings begin to show signs of life; better sales at 20c. Gussets fair between 17-20c. Retan sole moves moderately at 30-40c. Blue and pickled splits unchanged.

Light suede: 36-41; 34-39; 32-36
Heavy suede: 43-46; 41-43; 38-40c
Retan sole: 40, 38, 35, 33, 30c
Finished linings: 18-20; 20-22; 22-23c
Gussets: 17-20c
Blue splits: Heavy, 14-15c; Light, 12½-13¼c
Pickled: Heavy, 13½-14c; Light, 12-12½c

Belting Leathers

Philadelphia belting leather tanners report business continuing at about last week's level. There are some sales in various weights with a continued demand in light weights. Business is not considered too satisfactory, since sales made take some pushing. Nothing reported on shoulders.

Curriers report business very slow this past week. Belting is quiet and shoulders are more so. While the season is normally slow for shoulders, this dull period is not seasonal for belting. Curriers are not too clear how to account for it. While actual list prices are not changed it is difficult to get these prices or even to make sales. Some curriers are considering layoffs but nothing concrete has been done.

AVERAGE BELTING PRICES

No. 1 Ex. heavy	96c
No. 1 Ex. light	1.01
No. 2 Ex. heavy	92c
No. 2 Ex. light	94-97c
No. 3 Ex. heavy	88c
No. 3 Ex. light	93c

RANGE OF CURRIED PRICES

Curried Belting	Best Selec.	2nd	3rd
Bend Butts	1.18-1.30	1.14-1.25	1.08-1.10
Centers 12"	1.46-1.60	1.42-1.54	1.15-1.24
Centers 24"	1.38-1.58	1.34-1.52	1.15-1.16
Centers 28"-30"	1.31-1.53	1.27-1.50	1.04-1.15
Wide sides	1.08-1.25	1.05-1.19	.98-1.00
Narrow sides	1.03-1.10	1.00-1.04	.95- .98

(Premiums to be added: X-light plus 5c-12c; light plus 5c-10c; X-heavy plus 8c-10c.)

Glove Leathers

Business continues very dull in this market. Glove buyers refuse to place orders. Manufacturers are cutting stock, hoping for a revival of business before Fall.

Pigskins are in good demand in both ladies' and men's weights. It is a popular glove and not affected too much by fabrics. In spite of the increased cost of dressing, prices remain the same as last Fall. Grey hairs sell at 92c, 77c, 60c, 45c, 32c, 20c, and 14c. Some producers offering the three top grades in a package at 75c. Black hairs start at 85c, 70c, 60c, 45c, 35c, 25c, 20c and 12c.

No demand for deer skins at the moment. Prices start at 55c for the tops. A good cuttable grade is offered at 52c. Pigtex grade at about 34c. Men's Greys still in good demand. Number ones about 42c. A clean table run brings 34c.

Bag, Case and Strap

For the third consecutive week, raw materials have showed substantial advances, but still bag, case and strap leather tanners here in the Midwest have not announced any upward price advances on their listings.

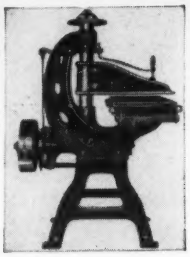
Actually, the market is somewhat in an off-season at the moment, with sales rather slow. According to tanners, any advances in prices at the moment would further jeopardize tentative business.

Tanners currently dealing with the luggage industry, declare that demand from this source is quite satisfactory, and that current list prices are being received.

2 ounce case	44, 41, 38c
2½ ounce case	47, 44, 41c
3½ ounce strap	55, 52, 49c
4 ounce strap	58, 55, 52c
5 ounce strap	62, 59, 56c

LEATHERS
by Greenebaum
VEGELEEN ®
For the over-all demand for deep-toned, aniline finishes on full-bodied combination tannage, our Vegeleen is acclaimed superior.
FOUR TANNERIES IN CHICAGO AND MILWAUKEE
J. GREENEBAUM TANNING COMPANY
CHICAGO MILWAUKEE BOSTON

SHOE, SLIPPER, RUBBER FOOTWEAR
MACHINERY
• COMPO • McKAY • WELT processes



REBUILT
with
ENGINEERED PRECISION
for Superior Service
Substantial Savings
Inquire Dept. LS

•
WIDE ASSORTMENT
Always Available for IMMEDIATE SHIPMENT

M. ITZKOWITZ & SONS, INC.
Established 1899
40 West 25th Street • New York 10, N. Y.
Cable: MACHSEWING - NEW YORK
Renowned half a century for integrity and cooperative spirit

MATHER COUPON CONTROL

Central control of pay and production is easy and sure with the Mather *Numbered* Coupon Method. It's proved . . . it's perfect for piecework plants. It's the *one* way to keep track of jobs in your shop and eliminate pay disputes. Put in Mather Coupon Control and get a complete system for cost of printed supplies.

We make tickets, coupons, tags and factory forms having serial numbers for control, identification and protection.

COUPON HOLDERS
Gummed coupon holders or coupon registers afford quick, easy methods for counting, checking and handling workers' pay coupons. Save time of workers and pay clerks. Available in many sizes. Send one of your coupons and we will forward a sample together with full information.

Commercial Controls CORPORATION

MAIL THIS COUPON!

MATHER COUPON TICKET DIVISION, 2924 N. Western Ave., Chicago 18, Ill.
☐ SEND FREE COPY "Mather Numbered Coupon Method" Manual
☐ SEND FREE SAMPLE TICKETS AND COMPLETE SERVICE DATA
Dept. LS-50

TO_____ADDRESS_____
_____WE MANUFACTURE_____

Little Man Says:

Sales curves climb and climb when George Limon handles your contract tanning because Limon gets the best out of splits and sheep. In tanning, Limon's tops. Call him today.

GEO. LIMON TANNING CO., INC.
Foster St., Peabody, Mass.
Telephone: Peabody 2802

Reach Volume Buyers
Through
LEATHER and SHOES

Garment Leathers

Garment leather tanners in the Midwest report that bookings for Fall garment production are slow. Much sampling still being done, although a great deal of optimism is generally felt by most tanners throughout the trade that business will show a vast improvement in the very near future. Meanwhile, tanners have had no reason whatever to report any kind of a price change at the moment, with the current list prices prevailing more or less on a nominal basis, until trading on a volume scale gets underway.

Both the garment suede and grain leathers are holding at steady levels of 27 to 28c for top grade suede garment leather, with lower grades bringing 26 and 25c. Grain garment leather is still priced at 29, 27 and 25c, according to grade.

The horsehide leather market for the garment industry is good, say tanners. Sales are limited only because of the scarceness of raw stock. Leather prices are firm at 36c for average horsehide leather, with the very best bringing up to 39 and 40c.

Suede garment	27-28, 26, 25c
Grain garment	29, 27, 25c
(High colored grain garment 2c more.)	
Average horsehide leather	36c
Very best up to	39-40c

Work Gloves

Work glove manufacturers have yet to show a normal demand for this time of year, according to work glove leather tanners. About three weeks ago, tanners were confident that demand would be on a broad scale by this time, but so far this has not developed.

Despite this lack of more volume business, tanners are holding leather prices firm, as a result of recent increases in raw materials. Production of split leather has been quite normal, with light-medium glove splits in best demand at prices ranging from 19, 18, and 17c, for No. 1, 2, and 3 grades, respectively.

Horse Shanks, 40-45 avg. ft. per doz.	21c
Horse Shanks, 50-55 avg. ft. per doz.	25c
Cow Bellies, 40-45 avg. ft. per doz.	24c
Cow Bellies, 50-55 avg. ft. per doz.	26c
Shoulder Splits, per pound:	
No. 1's	50c
No. 2's	40c
No. 3's	25-30c
Light-medium glove splits	19, 18, 17c

TANNING Materials

Quotations on Raw Tanning Materials and Tanning Extracts continue on a firm basis, with buying interest only fair. No new developments noted in the Tanning Oils market as trading was pretty much on a hand-to-mouth basis and prices showed little or no change.

Raw Tanning Materials

Divi Divi, shipment, bags $70.00
Wattle bark, ton ..... $65.00 for "Fair Average" and $62.50 for "Merchantable"
Sumac, 28% leaf $72.00
30% leaf $75.00
Myrobalans, J. 1s, $52.00-$53.00
(Crushed $76.00) J. 2s $48.75
Valonia Cups, 30-32% guaranteed $52.00
Valonia Beards $78.00
Mangrove Bark, So. Am. ..... $65.00-$68.00

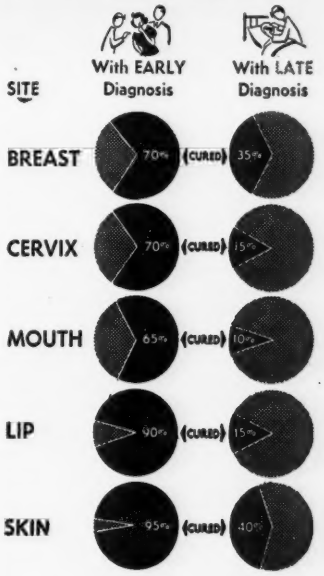
Tanning Extracts

Chestnut Extract, Liquid (basis 25% tannin), f.o.b. plant
Tank cars 3.70
Barrels c.l. 4.35
Barrels, l.c.l. 4.65
Chestnut Extract, Powdered (basis 60% tannin), f.o.b. plant
Bags, c.l. 9.60
Bags, l.c.l. 10.30
Bags, less than 100 pounds 15.00
Cutch, solid Borneo, 55% tannin, plus duty ..... .07
Gambier Extract, 25% tannin, bbls. ..... .09½ .12
Hemlock extract, 25% tannin, tk. cars, f.o.b. wks. ..... .0525
Bbls., c.l. ..... .05¾
Oak bark extract, 25% tannin, lb. bbls. 6½-6¾, tks. ..... .06¼
Quebracho extract
Solid, ord., basis 63% tannin, c.l. plus duty 8 5/16
Solid, clar., basis 64% tannin, c.l. .09
Liquid, basis 35% tannin, bbls. .... .08
Ground extract ..... .18½
Wattle bark, extract, solid ..... .06¾
Powdered super spruce, bags, c.l. .05¼; l.c.l. ..... .05½
Spruce extract, tks. f.o.b. works .... .01¾

Tanners' Oils

Cod oil, Nfld., drums ..... .80
Castor oil No. 1 C.P. drs. l.c.l. ..... .20
Sulphonated castor oil, 75% ..... .17
Cod, sulphonated, pure 25% moisture .. .11
Cod, sulphonated, 25% added mineral .. .10
Cod, sulphonated, 50% added mineral .. .09
Linseed oil tks., c.l., zone 1 ..... .169
drums, l.c.l. 191
Neatsfoot, 20° C.T. ..... .27½
Neatsfoot 30° C.T. ..... .24
Neatsfoot, 40° C.T. ..... .21
Neatsfoot, prime, drums ..... .17
Neatsfoot, sulphonated, 75% ..... .16
Olive, denatured, drs., gal. 1.70
Waterless Moellon ..... .13
Artificial Moellon, 25% moisture ..... .12
Chamois Moellon ..... .09-.11
Common degras ..... .11
Neutral degras ..... .22-.24
Sulphonated tallow, 75% ..... .11
Sulphonated tallow, 50% ..... .09½
Sponging compound ..... .11¼
Split oil ..... .09½
Sulphonated sperm, 25% water ..... .16
Petroleum Oils, 200 seconds visc. tks., f.o.b. ..... .11¼
Petroleum Oils, 150 seconds visc. tks., f.o.b. ..... .13
Petroleum Oils, 100 seconds visc. tks., f.o.b. ..... .11

Early Diagnosis Increases Probability of Cure



CANCER CONTROL IS UP TO YOU ACT NOW

DAVIS LEATHER INC.

TWO PARK AVENUE **NEW YORK 16, N. Y.**

The above company was formed with the object of serving our United States customers more economically and efficiently with our well known

BABY CALF LEATHERS
DOMINION CALF LEATHERS

BOSTON—Bergman & Brookhouse, 112 Beach St.
ST. LOUIS—Geo. J. Bucher, 1802 Locust St.
MILWAUKEE—H. I. Stewart, 918 North 4th St.
CINCINNATI—J. R. Kueven, 626 Broadway
NEW YORK AREA—R. A. Brea, 2 Park Avenue
TANNERY:—Davis Leather Co., Ltd., Newmarket, Ont., Canada

SOLID **LIQUID** **POWDERED**

QUEBRACHO

BUENOS AIRES ARGENTINA

SOCIEDAD FORESTAL DE PUERTO GUARANI, S. A.

PUERTO GUARANI, PARAGUAY

ASUNCION PARAGUAY

TANIMEX CORPORATION

39 Broadway BOwling Green 9-0920 New York 6, N. Y.

Linco
Time-Tested
FORMULAS
"LET LINCO PRODUCTS HELP YOU MAKE BETTER LEATHERS AT LOWER COST"
L. H. LINCOLN and SON INC.
COUDERSPORT PENNSYLVANIA
BATES
LEATHER FILLERS
SOLE LEATHER FINISHES
SPONGING AND WASHING COMPOUNDS
TANNERS SUGAR AND LIME
COLLOIDAL CLAYS
CHEMICALS

LeaTex
ACID FAT LIQUORS
SULPHONATED OILS
EMULSIFIED OILS
SULPHONATED TALLOW
FLEXOLE
CHEMICAL SPECIALTIES
"Always Reliable"
LEATEX CHEMICAL COMPANY
2722 N. HANCOCK ST., PHILADELPHIA, PA.

HIDES and SKINS

Packer hides active this week; trading estimated over 130,000 hides. Small packer hides less active, price advances sought. Calf and kip quiet.

Packer Hides

An active market this week; overall business estimated in excess of 130,000 hides, including outside packer activity and some quiet business with the Big 4. Trading largely in light cows, branded steers and native steers, both heavies and lights. Prices ½ to 1c higher on the active selections: most the advances scored were due to better salting hides. May hides wanted at the advance, actually not an advance, considering the quality.

Tanner activity not totally responsible for this weeks business. Dealers active, mostly in light cows and other light hides, with tanners buying the branded steers and the heavier hides. Light cows quite active, but the bulk of the business was not reported, generally held quiet.

Small Packer Hides

With the big packer market again moving higher, sellers of small packer hides inclined to raise their asking prices again this week. In response to the increasing difficulty of getting hides, tanners bid slightly higher, but did not follow the advance to the extent of the raised asking prices. Better quality, which is probably the main factor for the advance in big packer hides, could not be pushed to quite the extent in this market. Many offerings of hides still contained some older hides, although the average run was of better quality.

The market level was figured around 21½ to 22c selected for 48/50 lb. average allweight native steers and cows from Midwestern points. Ideas on 50/52 lb. averages ranged from 21 to 21½c selected, with prices above and below these levels, depending upon the type of hides involved. Some of the best quality lots could not be bought for 22c selected for 48/49 lb. average, but were sold around 22½ to 22⅝c selected, indicating that especially suitable material will still bring a premium. However, tanners who would pay those prices were few and far between.

As for the heavier averages, prices were indefinite. Some 54/55 lb. averages were bid as high as 20½c selected, but more generally around 20c selected, with offering held around 21c. Hides averaging around 58/60 lbs. were bid around 19c. selected, although offerings were around 20c.

Calfskins

Quietness reigned over most calf markets, the exception being some slight activity in the New York trimmed packer market. Even in that market activity was slight. Late last week, one packer moved a very small number of River and St. Louis-type skins at prices that figured slightly lower, but the sale was not felt to completely establish the market on those two types of skins. An offering of River calf in quantity was made at 60c for heavies and 58c for lights, Chicago basis, with best bids heard on a basis of 57½c for allweights, which was refused. About 10,000 skins are involved in this offering.

Other than this, the market was quiet. Northern skins inactive, but something might develop if a seller wanted to offer. The market seems to be on the easy side.

Small packer skins quoted widely, from 40 to 55c, depending upon the skins. Most quotations around 48-52c for the better lines of good skins. City allweights figured around 42 to 45c, depending upon quality. Coun-

QUOTATIONS

	Present	Week Ago	Month Ago	Year Ago
Native Steers	19½-24	19 -23	18½-24	19 -22¼
Ex. Light native steers	28	27½	28N	28
Light native cows	24½-26	23½-25½	23 -24½	24½-25
Heavy native cows	22½-23	17½N	20½-21	19 -20⅞
Native bulls	16N	21½-22½	16½N	16
Heavy Texas steers	18	16	17	18 -18½
Light Texas steers	22	20½N	22N	19
Ex. light Texas steers	25½N	23½N	25N	24
Butt branded steers	18	17½N	17	18 -18½
Colorado steers	17½	17N	16½	17½-18
Branded cows	22	21 -21½N	20½-21½	18½
Branded bulls	15	15	15½N	15
Packer calfskins	61 -62½	61 -62½	61 -64½	53 -65
Chicago city calfskins	40 -42	42 -45N	42 -45	35
Packer kipskins	46	46	47	47

HIDE FUTURES

COMMODITY EXCHANGE, INC., FUTURES MARKET

	Close May 11	Close May 4	High For Week	Low For Week	Net Change
June	19.43T	18.85B	19.43	19.06	+58
September	19.30B	18.90B	19.33	19.00	+40
December	19.15B	18.80B	19.15	19.10	+35
March	18.85B	18.50B	...	...	+35
July	22.30B	21.90B	...	...	+40
October	21.75N	21.32M	...	...	+40
January	21.45N	21.05M	...	...	+40
April	21.15N	20.72M	...	...	+40

Total Sales: 124 lots

try allweights quoted from 30 to 32c, although lower quotations have been heard at times.

New York trimmed packer calfskins quotable at $3.00 for 3 to 4's, $3.75 for 4 to 5's, $4.50 for 5 to 7's, $5.80 for 7 to 9's, and $8.05 for 9 to 12's. Latter selection active this week in small volume at the $8.05 price, 5c higher than previous business. New York trimmed collector calfskins are figured nominally at $2.90 for 3 to 4's, $3.50 for 4 to 5's, $4.30 for 5 to 7's, $4.80 for 7 to 9's, and $6.50 for 9 to 12's.

Big packer regular slunks last sold at $3.25, which put the market 10c higher than last previous business of a few weeks ago. Sales at $3.25 were made very late last week, about 10,000 selling.

Kipskins

Kipskins not particularly active. The market, while in very tight condition by reason of supply, is felt to be on the toppy side, which has prompted tanners to reserve their bids for the time. Some May kip should be available from big packers, but nothing definitely offered so far, however, there are offerings pending. Last quotations of 46c for Northern and River mixed kip are still applicable to this market. Overweights went at 41c in last business. Indications are that lower money will be paid in the next business, but it will take activity to firmly establish the market.

Small packer kip holding unchanged in a range of 35 to 36c, depending upon quality. Country kip quotable at 27c nominally.

New York trimmed packer kipskins are figured at $9.30 for 12 to 17's, up 5c from last quotations, and $10.00 for 17's and up. New York trimmed collector kipskins are figured at $7.90 for12 to 17's and $8.50 for 17's and up.

On the lighter side, Southwestern small packer hides were offered out at 27c at for 40/42 lb. averages, with best bids 25½c at. Some 43/44 lb. averages offered out at 26c at brought bids of 24c flat, some to 24½c flat, depending upon the quality and the freight to the tannery. Small packer bulls figured around 14c selected, according to quality.

Country Hides

Quality, as mentioned in the small packer situation. is still not good enough in the country hides to warrant the advances registered in the big packer market. However, tanners have had to raise their bid prices in order to conform somewhat with the sharply advanced asking prices of sellers.

Sellers have asked 19c flat for trimmed country allweights 1's and 2's, FOB shipping points, for averages around 48/50 lbs., but best bids, except on some of the best locker and butcher production, have been around 18c flat, with some still figuring down to 17½ to 18c flat as a range.

On some of the very good quality

GARTENBERG'S Egg ALBUMEN

ONE POUND... OR A CARLOAD

ALBUMENS

ALWAYS UNIFORM... ...ALWAYS DEPENDABLE

... Always the same high quality. Specify Gartenberg's Albumen, approved and used by America's outstanding leather chemists, it meets the needs of tanners and finishers completely, and at lower costs.

LARGEST MANUFACTURERS OF TECHNICAL EGG PRODUCTS

H. GARTENBERG & CO., Inc.

412-16 W. PERSHING RD.
CHICAGO 9, ILL.
Cable Address: Gartegg

CALAFENE *Binder and Filler*

- **PIGMENT FINISHES** Uniform quality binder, filler and carrying agent. Builds up body. Improves covering power and spread. Nourishes fiber and eliminates harsh feel. No manipulation necessary.
- **LEATHER FILLER** Imparts permanent flexibility. Does not "pipe" or crack. Covers cuts and imperfections.
- **SUEDE SPLITS** Plumps the skins, strengthens and builds up low ends. When sueded the skins have a velvety nap and full mellow feel. Does not lay on the surface.

Manufacturers of a complete line of specialties for the tanning trade.

APEX MARK of QUALITY Chemical Co., Inc.
Estab. 1900
225 West 34th Street
New York 1, N. Y.

Brokers & Tanners' Agent

HIDES AND SKINS

Expert Receiving Service

ISAACSON-GREENBAUM CO.

210 LINCOLN ST.
BOSTON 11, MASS.

TELEPHONE
HUBBARD 0513

lots of 48/50 lbs., especially desirable, 18½c has been paid, but higher offering prices had been put on these hides, as compared to the ordinary run.. In spite of the fact that sellers haven't much to speak of, they find it very difficult to find buyers for these hides at the asking prices.

Horsehides

Sellers hopes for an active horsehide market seem to be unrequited. Tanners show no more interest than what is currently being displayed, and often show less. With restricted offerings around, due to the very light production, tanners haven't much to pick from.

Ideas of buyers are unchanged, figured around $10.25 to $10.50 for trimmed 60# hides, with up to $11 quoted on 70# hides, Northern and Midwestern production.

The market on fronts is very slow. Good No. 1 Northern fronts are figured at $7.25 to $7.50 and not particularly firm at that level. Butts, basis 22 inches and up, are holding in the range of $3.75 to $4., depending upon quality.

Sheep Pelts

Activity this week has been slight, although a Big Four packer has moved a few cars of mixed shearlings with a very few fall clips included. Prices steady, $3.00 for No. 1's, $2.30 for No. 2's, and $1.80 for No. 3's, with the few fall clips going at $3.20 per piece. The interior packers are due to sell this week, but there was nothing much said about the prospects.

Spring lambs holding quiet in most sections except for small lot sales by outsiders. Some movement of California spring lambs, following the big business of a few weeks ago, has developed, prices holding unchanged at $3.10 per piece. Some sales of up to $3.25 per cwt., however, have been talked of, but not definitely confirmed.

Pickled skins quiet and easy. Last quotations for big packer production around $11 per dozen, with some indications of $11.50 on better quality lambs, but recent indications do not show that the higher level was paid. The interest is very slim.

Reptiles

Not much business passing as most buyers are waiting for further developments in outside markets. India market, however, is tight and advancing as shippers claim they have relatively small unsold stocks and not many offers are received. Europe said to be interested in practically all descriptions and bidding above American buyers' ideas.

Late sales of Madras bark tanned whips, 4 inches up, averaging 4½ inches, 70/30 selection, at 93-95c with the outside generally asked and 71c for similar cobras. On a combined lot of 10,000 whips and 5,000 cobras, seller asked 83c. Another offer of whips, 4 inches up, avg. 4½ inches combined with 4 inches up avg. 4¾ inches, held at $1.05. An offering of 5,000 wet salted Bengals, 10 inches up, averaging 11 inches, 80/20 selection, at 51c.

Deerskins

Easier tone to the market as most tanners are not showing much interest. Offers, while not numerous, are said to be coming in more frequently and in some instances at lower prices. Reports that Brazil (Manaos) 'jacks' sold at from 56-60c fob., and Peruvian 'jacks' at 53c fob., basis importers.

Most of the late offers have been at 60c fob., even though some shippers still have higher views. Buyers' ideas, when expressed, are around 56-57c fob. and less. Not many offers being received of Para 'jacks' as shippers claim local tanners are paying higher prices than indicated by American buyers.

Pigskins

Due to European buying, reports from Brazil state shippers show little inclination to come down in their ideas. Manaos grey peccaries sold at $2.10 and blacks at $2.00 fob., basis importers. Small lots of greys alone at a nickel higher. These sales usually made in combination with 'jacks' since for peccaries alone, shippers have been talking higher and claim to be realizing as much as $2.55, basis manufacturers, from European buyers.

WANT ADS

Situations Wanted

Lasting-Making Room Foreman

WITH 25 years experience, seeks position where thorough knowledge of the job is appreciated. Best of references. Can teach new help all operations tactfully and efficiently. Will go anywhere. Address Z-34, c/o Leather and Shoes, 10 High St., Boston 10, Mass.

Help Wanted

Salesman Wanted

OPPORTUNITY for salesman calling on saddlery trade to carry our line of Saddle Trees and Cinches on commission basis. Write advising lines now carried and territory covered. Address E-3, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Color Matcher

YOUNG MAN to match pigment finishes, bottom paints, and edge stains, is needed by an old established firm located in the Middlewest. An applicant with chemical training is preferred. Replies will be held in strictest confidence. Address E-12, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Hide Receiver

WANTED: Hide receiver. Someone thoroughly acquainted with big packers, small packers, and country hides and skins.
Address E-11,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Salesman

RELIABLE TANNER wants salesman in state of Texas. Well established line of strap, collar, and colored leather. Straight commission. Write qualifications and send references. Address E-6, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Packing and Belt Man

WANTED in Midwestern city: A good packing and belt man to act as manager of long established, small but thriving shop. Or will sell.
Address E-10,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

SOLID LIQUID POWDERED

QUEBRACHO

BUENOS AIRES ARGENTINA

CAMPOS Y QUEBRACHALES PUERTO SASTRE, S. A.

PUERTO SASTRE, PARAGUAY

ASUNCION PARAGUAY

TANIMEX CORPORATION

39 Broadway BOwling Green 9-0920 New York 6, N. Y.

WANT ADS

ADVERTISING RATES

Space in this department for display advertisements is $5.00 per inch for each insertion except in the "Situations Wanted" column, where space costs $2.00 per inch for each insertion.

Undisplayed advertisements cost $2.50 per inch for each insertion under "Help Wanted" and "Special Notices" and $1.00 per inch for each insertion under "Situations Wanted."

Minimum space accepted: 1 inch. Copy must be in our hands not later than Tuesday morning for publication in the issue of the following Saturday.

Advertisements with box numbers are strictly confidential and no information concerning them will be disclosed by the publisher.

THE RUMPF PUBLISHING CO.
300 W. Adams St. Chicago 6

Special Notices

Wanted

ACTIVE PARTNERSHIP in a small tannery wanted by all-round tanner, experienced in tanning and finishing of a large variety of leathers.

Address D-21,
c/o Leather and Shoes
300 W. Adams St.,
Chicago 6, Ill.

For Sale

Two 106 inch American Tool Belt Knives in good running condition.

Address E-2,
c/o Leather and Shoes,
300 W. Adams St.,
Chicago 6, Ill.

Wanted

One used Sheridan Press 48" x 26" minimum, in perfect working condition. Could also use 54" x 26". Write Gonzalez, Ramirez & Co., P.O. Box 997, Havana, Cuba.

Plant For Sale or Rent

NEAR NEW YORK CITY, 75,000 sq. ft., 2 high pressure boilers, railroad siding, excellent for tanner or wool puller. For details write to E-7,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Wanted

ONE 57" or 60" leather stripper or guillotine with at least 6" opening between cutting block and knife. Must be in good mechanical condition.

Address E-9,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Splits Wanted

CALF AND KIP SPLITS wanted in the Blue state as accumulated from the splitting machines. Premium prices paid. Interested in large and small quantities. Brokers invited to submit offerings. State quantities available and prices. INDUSTRIAL TANNING CO., 63 FLINT ST., SALEM, MASS.

For Sale

ONE 57" American Tool Splitter. Used 30 days after being reconditioned.

Hoffman-Stafford Tanning Co.,
1001 W. Division St.,
Chicago 22, Ill.

Brushing Machine

OFFERING A Stehling continuous feed brushing machine in excellent condition, approximately 2 years old, on a trade for a 57" band knife splitting machine.

Address E-4,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Diesel Engine

120 h.p. Fairbanks-Morse, 2-cyl. & belted 75 k.w. generator and all necessary attachments. Complete unit, ready to run. Has been used 6 years. Write Shingle Leather Co., Camden No. 3, New Jersey.

Wanted

1 wholehide Setting Out machine and 1 wholehide Wringer. Address Z-36, c/o L&S, 20 Vesey St., N. Y. 7.

Situations Wanted

Buffer

POSITION WANTED by hand schlicker buffer experienced on harness leather and any kind of shoulders.

Address D-17,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Tanner

TANNER, 40, with 20 years experience in chrome and bark tanning, sides and kips, upholstery and fancy leathers, seeks suitable connection.

Address D-20,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

LEATHER SPECIALTIES
PROCESS DEVELOPMENT
PURE-TAN
(QUEBRACHO CRYSTALS)
GEORGE H.
GRISWOLD
14 Franklin St. Salem, Mass.

Shoe and Materials Expert

39, long experienced complete shoe field; production, business, etc. Neat. Address Z-37, c/o L&S, 20 Vesey St., N. Y. 7.

Hideman

40, twenty years in wholesale and factory, sorter, willing travel, neat. Address Z-38, c/o L&S, 20 Vesey St., N. Y. 7.

Leather Expert

39, perfect upper and sole sorter, twenty-two years wholesale and factory experience, employable generally in this line. Address Z-39, c/o L&S, 20 Vesey St., N. Y. 7.

Attention Tanners—Agents

Available now after year's extensive orientation trip Middle East, Africa. Purchase, sales raw Ethiopian, Somaliland, Yemeni, etc. — goat, sheepskins, hides—import, export. Thoroughly familiar all phases, heavy domestic—foreign experience. Reliable, aggressive, relocate. Address Z-40, c/o L&S, 20 Vesey St., N. Y. 7.

New Connection Sought

WELT PROCESS factory man, age 56, fully experienced.

Address D-7,
c/o Leather and Shoes,
300 W. Adams St., Chicago 6, Ill.

Leather Technician With Best References

ONE OF THE leading technicians in Central Europe seeks position to re-organize vegetable tanneries or as technical manager. Address E-8, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

Tanner

Belgium, 29 years. Chemical technician tanner, Ex-chemist of the National Belgium fund for Scientific research, University of Liege, Belgium. Member of Belgian leather chemists association. Six years of practice in tannery, chrome and semi-chrome, chamois, veal and side upper leather. One year in tannery supplies factory. Ten months in side upper leather tannery in Canada. Now living in Canada. Has applied for U. S. visa. Address E-5, c/o Leather and Shoes, 300 W. Adams St., Chicago 6, Ill.

WANTED
Dyes—Chemicals—Extracts
Bichromates—Oils—Waxes
Greases—Residues
By-Products—Wastes
CHEMICAL SERVICE CORP.
80-02 Beaver St., New York 5, N.Y.

Coming EVENTS

May 12-13, 1950 — Annual Convention, North American Shoe Superintendents' and Foremen's Assn. Hotel Commodore, New York, and Brooklyn Clubhouse.

May 14-18, 1950—Popular Price Shoe Show of America, sponsored by New England Shoe and Leather Assn. and National Assn. of Shoe Chain Stores. Hotels New Yorker and McAlpin, New York City.

May 14-17, 1950 — Annual Fall shoe showing sponsored by Shoe Travelers' Assn. of Chicago. Morrison Hotel, Chicago.

May 21-24, 1950—Annual fall shoe showing of West Coast Shoe Travelers Associates. Sir Francis Drake, Plaza and St. Francis Hotels, San Francisco, Cal.

May 22, 1950—Spring Meeting, National Hide Assn., Hotel Statler, Boston, Mass.

May 25-26, 1950—Spring Meeting, Tanners' Council of America. Hotel Traymore, Atlantic City, N. J.

May 31-June 2, 1950—1950 Convention of American Leather Chemists Assn., French Lick, Ind.

June 4-5-6, 1950—Indiana Shoe Travelers' Association Fall Show, Hotel Severin, Indianapolis, Indiana.

June 12-17, 1950 — National Luggage and Leather Goods Week. Sponsored by National Assn. of Luggage and Leather Foremen's Assn. Hotel Commodore, New York.

June 17-21, 1950—Mid-Atlantic Shoe Show, sponsored by the Middle Atlantic Shoe Retailers Assn. The Benjamin Franklin Hotel, Philadelphia, Pa.

July 23-26, 1950—Baltimore Shoe Club Show, Lord Baltimore Hotel, Baltimore, Maryland.

Sept. 6-7, 1950—Official opening of American Leathers for Spring, sponsored by Tanners' Council of America, Inc., Waldorf-Astoria Hotel, N. Y.

Oct. 25, 1950—Annual Fall Convention, National Hide Assn. Edgewater Beach Hotel, Chicago.

Oct. 26-27, 1950—Annual Fall Meeting, Tanners' Council of America. Edgewater Beach Hotel, Chicago.

DEATHS

Nathan Jacobson

. . . 52, well-known Boston shoe jobber and head of the Nathan Jacobson Shoe Co. there, died April 29 at his home in Chelsea, Mass., following a long illness. Born in Russia, he had been a resident of Chelsea for the past 28 years. He was a member of Temple Emmanuel and The 210 Associates in Boston. Survivors include his wife, Tillie; two daughters, Mrs. Pauline Tatel and Mrs. Helen Siegel; a son, Herbert Jacobson; a brother, Kalman; and two grandchildren.

Harold H. Hunnewell

. . . 40, foreman of the machine shop of United Shank and Findings Division of United Shoe Machinery Corp. in Plymouth, N. H., died May 3 at his home in Plymouth. A veteran of World War II, he first came to Plymouth when United Shank and Findings moved there from Savannah, Ga., about 13 years ago. He leaves his wife, Martha; his parents, Mr. and Mrs. Amos Hunnewell of Holderness, N. H.; and a brother Keith Hunnewell of Plymouth.

Harry Epstein

. . . 60, co-founder of the former Western Leather Co., St. Louis, died May 2 of a heart attack in Louisville, Ky. He had been on his way to New York and an extended tour of Europe when he became ill in Louisville.

A pioneer of the leather coat industry, Epstein served as secretary-treasurer of Western Leather Co. until its liquidation in 1948. He has been living in Los Angeles since his retirement two years ago. He leaves his son, Raymond J. Epstein, president of Caljax, Inc., Van Nuys, Cal. Services and interment were held in St. Louis on May 5.

Herman Diamant

. . . 70, president of Desco Shoe Corp., New York City, died in New York May 4 after a long illness. Born in Czechoslovakia, Diamant manufactured shoes in Germany before coming here in 1939. At one time, he was president of the German Shoe Mfrs. Assn. He founded the F. J. Diamant Shoe Co. in New York during 1939 and this became Desco Shoe Corp. in 1941. He leaves his wife, Frances, a son, Fred J. of Desco Shoe Corp.; and a daughter, Mrs. Gery Eisenberg.

Patrick Condon

. . . 74, founder of Condon Cut Sole Co. in Brockton, died May 9 at his home in Brockton after a long illness. Before opening the Condon Cut Sole Co., he was associated with Condon Bros. Shoe Co. He was a member of the Knights of Columbus, the Brockton Lodge of Elks and the Holy Name Society, and was active in lodge and business circles. Survivors include his son, John F.; three daughters, Mrs. Alice Cashin, Mrs. Lou C. Doherty, and Mrs. Helen M. Hinckley; 11 grandchildren and 10 great grandchildren.

Walter M. Brin

. . . 66, wholesale shoe salesman, died recently in San Angelo, Tex. A resident of Dallas, he had travelled over Texas for more than 30 years and at the time of his death was representing the Chester A. Yard Shoe Co. of St. Louis. He was a member of Hella Temple Shrine and Temple Emmanuel. Survivors include his wife; two sons, Selden E. and Harris Brin III; and two brothers, Al and Mel Brin.

Index to Advertisers

Allied Chemical & Dye Corp., General Chemical Division	20
Amalgamated Leather Cos., Inc.	39
American Color & Chem. Co., The	35
American Extract Co.	21
Apex Chemical Co.	43
Armstrong Cork Co.	13
Atlas Refinery, Inc.	34
Barbour Welting Co.	38
Champion Paper & Fibre Co.	27
Chemical Service Corp.	45
Commercial Controls Corp.	40
Commonwealth Color & Chemical Co.	28
Crompton-Richmond Co., Inc.	11
Davis Leather Co.	41
Dennis, The Martin Co.	33
Dow Chemical Co., The	19
England Walton Division, A. C. Lawrence Leather Co.	15
Gallagher, Paul, & Co., Inc.	35
Gallun, A. F. & Sons, Corp.	2
Gartenberg, H., & Co., Inc.	43
Gebhardt, A. L., Co.	37
Geigy Co., Inc.	Front Cover
Greenebaum, J., Tanning Co.	39
Griswold, George H.	45
Hadley Bros.-Uhl Co.	3
Huyck, F. C., & Sons	33
Isaacson-Greenbaum Co.	43
Itzkowitz, M., & Sons, Inc.	40
Jenkins', M. W., Sons, Inc.	Back Cover
Leatex Chemical Co.	42
Limon, Geo., Tanning Co., Inc.	40
Lincoln, L. H., & Sons, Inc.	42
Link-Belt Co.	17
Lynn Innersole Co.	30
Marden-Wild Corp.	33
Mutual Chemical Co. of America	4
Nopco Chemical Co.	29
Ohio Leather Co., The	37
Pilar, A. J. and J. O.	34
River Plate Imp. & Exp. Corp., The	35
Rotary Machine Co., Inc.	38
Schlossinger & Cia, Ltda.	34
Standard Dyewood Co., Inc.	31
Standard Emboss. Plate Mfg. Co.	35
Stehling, Chas. H., Co.	32
Taber Pump Co.	34
Tanimex Corp.	33, 41 and 44
Trask, Arthur C., & Sons	27
United Shoe Machinery Corp.	23, 25 & 47
Western Supplies Co.	38
Whittemore-Wright Co., Inc.	27
Wolf, Jacques, & Co.	31
Young, J. S., Co.	31

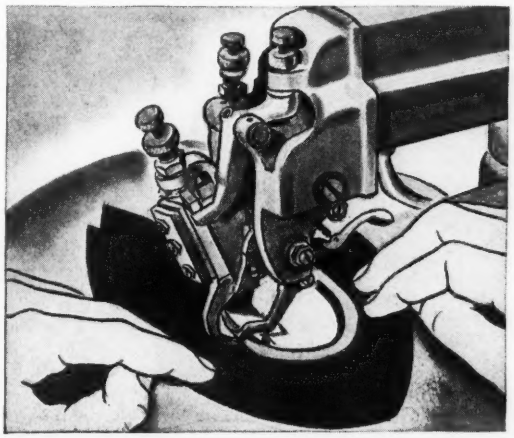
Thanks to USMC Research . . .

Greater Speed and Increased Output with this New Rapid Folding Machine-Model J

This new machine is already a top performer in scores of Fitting Rooms and there are plenty of reasons why.

Its speed of 2,000 RPM (400 RPM faster than previous model) permits greater folding volume. A totally different mechanical principle results in quieter and smoother operation.

The Rapid Folding Machine Model J is a typical product of USMC research in that it improves the efficiency of the *operation* while reducing fatigue of the *operator*. Your local United branch office will be pleased to show you how this machine can bring these advantages to *your* production.



New design and highly synchronized timing of the 5 work-handling parts results in greatly improved mechanical control of the work. Thus the operator's job is made easier and at the same time the operator is able to give more attention to quality and uniformity without loss of volume. All internal parts are splash lubricated — only a few points at the machine head need daily oiling. *This means almost no maintenance cost and "down" time.*

UNITED SHOE MACHINERY CORPORATION
BOSTON, MASSACHUSETTS

UNIFORM
CONSTRUCTION
ASSURES
BETTER BRUSHING

JENKINS' METLKOR® BRUSHES

METLKOR Brushes for—

- Seasoning
- Brushing
- Bolster washing
- Oiling off
- Buffing
- Dusting off
- Sponging
- Conveyors
- Feeding
- Conveyor scrubbing
- Penetrating
- Hide Wetting
- Coloring

Send for description and prices of the brushes you use in your tannery.

Authorities agree uniform construction assures even cleaning in buffing and brushing. It assures, too, even application of solutions in seasoning and oiling off. Jenkins' Brushes are uniform as to size, space, blend, and trim.

UNIFORM SIZE

Each tuft in a Jenkins' METLKOR Brush is automatically made on patented machines to exact size.

UNIFORM SPACE

At the same time the tufts are formed they are mathematically and evenly spaced in relation to each other to give the desired pattern.

UNIFORM BLEND

Bristle for each brush is batch-blended at our factory to assure uniformity of bristle size distribution.

UNIFORM TRIM

Finally each brush is sheared to an accurate diameter while being revolved on centered shafts.

M. W. JENKINS' SONS, Inc.

CEDAR GROVE, ESSEX COUNTY, NEW JERSEY

Manufacturers of Industrial Brushes Since 1877